







**REPORT**  
**ON**  
**SURVEY OF LABOUR CONDITIONS**  
**IN**  
**MICA FACTORIES IN**  
**INDIA**  
**(1969)**



**LABOUR BUREAU**  
**MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION**  
**(DEPARTMENT OF LABOUR AND EMPLOYMENT)**  
**GOVERNMENT OF INDIA**





## PREFACE

In the field of industrial labour in the country and its problems earlier emphasis on prevention of exploitation has now shifted to providing them a fair deal and fuller opportunities. In order to provide a sound base to the present day approach to problems of labour in India in the context of planned economic development of the country, it is necessary to conduct surveys that bring out true conditions of labour

A detailed survey on a country-wide basis of the working and living conditions of industrial labour was conducted by the Labour Investigation Committee, appointed by the Government of India in 1944. The years that followed witnessed far-reaching changes in the set up of the country, its basic policies and national objectives. As a result, the well being of the working class came to be recognised as an essential factor in the long-term strategy for industrial advance and in the overall economic stability and progress of the country. The adoption of this policy has afforded them much relief in various directions through legislation and other measures.

In order to assess the impact of these measures on industrial labour and to make an appraisal of their present conditions, a scheme for a comprehensive Survey of Labour Conditions was incorporated in the Second Five Year Plan and its execution was entrusted to the Labour Bureau. During the period 1960 to 1966, the Survey was conducted in 46 industries (38 manufacturing, 5 mining and 3 plantations) according to a phased programme. From 1969-70 onwards the survey is to be conducted on a regular basis by taking up a few industries each year. Accordingly, Mica Factories and Coir Factories were covered during 1969-70. This Report presents data in respect of Mica Factories.

The present Survey conducted by the Bureau in different industries differs considerably from similar investigations in the past in matters of design, scope and presentation of data. It has also certain distinguishing features. For example, it furnishes data separately for large and small establishments in various industries, makes a limited study of labour cost in relation to the benefits and amenities that the workers now enjoy and provides first-hand information on certain important aspects of labour management relations. Attempt has also been made to collect and interpret data on certain conventional items in a more meaningful way. In the presentation of the data, the effort has been to reduce the information into quantitative terms so as to serve as a bench-mark for purposes of evaluation of changes at a future date. Recourse to general description has been resorted to only where the other type of treatment was not possible.

(ii)

In conducting the Survey, the Bureau had to face several problems both in planning as well as execution. Most of these flowed from non-availability of up-to-date frames and absence or improper maintenance of records in many establishments. In many cases, the field staff had almost to build up the required statistics from various sources. This naturally imposed a heavy demand on the industrial managements canvassed and the Bureau is deeply indebted to them for their wholehearted co-operation. The co-operation and valuable assistance received from associations of employers and workers, Labour Commissioners as well as Chief Inspectors of Factories and other officials of State Labour Departments is also gratefully acknowledged.

Before launching the First Round of the Survey in 1959-61, the Bureau received useful technical advice from certain agencies both inside and outside the country. Of these, special mention may be made of Central Statistical Organisation, Employment and Labour Division of the Planning Commission, Directorate General Factory Advice Service and Labour Institutes, Bureau of Labour Statistics (U.S.A.), Government Social Survey Department (U.K.), Economics and Research Branch, Department of Labour, Canada and Labour Statistics and Research Division, Ministry of Labour, Japan.

The primary responsibility for conducting the Survey and bringing out the report relating to Mica Factories was ably borne by Shri Harbans Lal, Deputy Director. The field investigations were carried out by Sarvashri R. C. Madan, A. K. Minocha, Mangal Dass, S. C. Gupta, S. K. Kakkar and Charn Dass. The preliminary draft of this report was prepared by Shri P. D. Gupta, Investigator Grade I, under the guidance of Shri H. B. L. Bhatnagar, Assistant Director who was also responsible for supervising the tabulation of data. Sarvashri D. D. Verma, Shashi Bhushan Sud and G. C. Sud, Computers, assisted in the computation of data.

The views, if any, expressed in this Report are not necessarily those of the Ministry of Labour, Employment and Rehabilitation (Department of Labour & Employment), Government of India.

K. K. BHATIA  
*Director*

LABOUR BUREAU, SIMLA  
*Dated 20th April, 1970*

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## CHAPTER I

### INTRODUCTION

Mica is one of the important and indispensable minerals used in electrical and electronic industries due to its excellent dielectric strength, low loss power factor and insulating properties. Block and film mica are used in the manufacture of commutators, armatures of dynamos, radio tubes, transformers, spark plugs, condensers, etc. Mica is also used as washers and discs for electrical and thermal insulation in mechanical and electrical appliances. The consumption of mica in indigenous industries started only recently and is still of a very small order. Mica industry continues to be export-oriented and is an important foreign exchange earner. However, the foreign demand for mica is of a fluctuating nature as will be seen from the Statement 1.1.

#### STATEMENT 1.1

*Statement Showing the Quantity and Value of Mica Exported from India*

(During 1960—1968)

Year						Quantity (in metric tons)	Value (in thousand rupees)
1						2	3
1960	..	..	..	..	..	29,840	105,219
1961	..	..	..	..	..	26,493	104,799
1962	..	..	..	..	..	31,188	106,904
1963	..	..	..	..	..	34,176	88,576
1964	..	..	..	..	..	30,946	98,438
1965	..	..	..	..	..	37,547	110,096
1966	..	..	..	..	..	30,467	128,349
1967	..	..	..	..	..	21,172	148,958
1968	..	..	..	..	..	22,172	141,479

Source : "Mineral Statistics of India", July, 1969" published by the Indian Bureau of Mines.

#### 1.1. Location of the Industry

The important belts of mica are located in Andhra Pradesh, Bihar and Rajasthan. The mica belt of Bihar possesses the richest veins and accounts for nearly two-thirds of the country's output. Both from the point of view of number of factories and employment, Bihar

occupies the top position and accounts for over 82 per cent. of the factories and nearly 89 per cent. of the workers employed in the Industry. Statement 1.2 shows the State-wise distribution of mica factories and total employment therein during 1967.

### STATEMENT 1.2

#### *State-wise Distribution of Mica Factories in India and Average Daily Employment therein during 1967*

State				Number of Factories	Average Daily Employment
1				2	3
1. Andhra Pradesh	..	.	..	33(12·2)	1,114(7·7)
2. Bihar	..	..	..	223(82·3)	12,808(88·7)
3. Maharashtra	..	..	..	7(2·6)	193(1·4)
4. Rajasthan	..	..	..	8(2·9)	321(2·2)
Total				271(100·0)	14,436(100·0)

NOTE—Figures shown in brackets are percentages to totals.

Source—Returns received under the Factories Act, 1948, for the year 1967.

### 1.2. Genesis of the Survey

The first comprehensive survey of conditions of labour in various industries in India on a country-wide basis was conducted by the Royal Commission on Labour during 1929—31. Its report and findings formed the basis of various ameliorative measures. After a lapse of over a decade, i.e., in 1944, the Government of India appointed another committee, viz., the Labour investigation Committee, to enquire into the conditions of labour in all important industries. The committee conducted detailed investigations in 38 industries (including Mica Factories) during 1944-45 and, besides a main report on labour conditions in general, published individual reports in respect of various industries. These reports provided valuable material for the formulation of labour policy. The years that followed witnessed many changes of far-reaching significance. During this period, many legislative measures were adopted to improve working and living conditions of workers and several schemes for promoting welfare and social security of workers were introduced. The setting up of the adjudication machinery also led to improvement in conditions of work and wages of workers employed in various industries. Above all, the attainment of Independence by the country in 1947 gave a new status to the working classes. In view of these developments, the Ministry of Labour and Employment and Planning Commission considered it necessary to conduct a fresh comprehensive Survey of Labour Conditions in various industries in order to assess the impact of the various measures adopted in the past and to obtain a precise picture of the existing conditions and problems of labour for purposes of deciding the future course of action. Accordingly, a

scheme for the conduct of a Survey of Labour Conditions was included in the Second Five Year Plan and the Labour Bureau was entrusted with its execution. Under this scheme, 46 major manufacturing, mining and plantation industries\* were covered during the period 1959—66 in four rounds according to a phased programme. From the year 1969-70 onwards, the Survey is to be conducted on a regular basis covering two or three industries each year. Accordingly, Mica Factories and Coir Factories were covered during the year 1969-70.

### 1.3. Scope and Design

A note attached to the report (Appendix I) spells out the details relating to the sampling design and method of estimation adopted. In view of the absence of a complete list of all Mica Factories in the country, the Survey was confined to establishments registered under the Factories Act, 1948. The list of the registered factories during 1966 was used as the frame. Since Mica Factories had pockets of concentration, it was considered desirable to plan the Survey in such a manner that separate estimates become available for each such pocket of concentration. Accordingly, Bihar and Andhra Pradesh were treated as separate strata for purposes of the Survey. All other factories scattered in the remaining States were clubbed together to form the Residual Group. Earlier investigations had indicated the existence of wide variations in the conditions of work, standards of welfare and amenities, etc., in the establishments of different size-groups in various industries. It was, therefore, felt that it would be useful to collect data separately for establishments of different sizes. Accordingly, it was decided that, for the purposes of the Survey, Mica Factories should be divided into two size-groups—large and small. For this purpose, the cut-off point was chosen at employment level of 55 which was approximately equal to the average size of employment per factory.

As regards the sample size, broadly speaking 25 per cent. of the large and 12.5 per cent. of the small size factories were considered adequate to yield reliable results. However, in order to safeguard against the possible shrinkage of the sample size due to closures, etc., the sample size was enlarged on the basis of a study of closures for the past few years as revealed by the annual list of registered Mica Factories. Because of a large number of closures noticed in Andhra Pradesh and the Residual Group, the sampling ratio for these two

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\*The industries covered are :

(a) Factory Industries : Cotton Textiles, Jute Textiles, Silk Textiles, Woollen Textiles, Metal Extracting and Refining, Metal Rolling, Metal Founding, Manufacture of Bolts, Nuts, Springs, etc., Agricultural Implements, Machine Tools, Electrical Machinery, Textile Machinery and Accessories, Railway Workshops, Bicycle, Cement, Sugar, Manufacture and Repair of Motor Vehicles, Air-craft Building and Repairing, Ship Building and Repairing, Tea Factories, Electric Light and Power Stations, Artificial Manures, Heavy Chemicals, Fine and Pharmaceutical Chemicals, Soap, Cigarette, *Bidi*, Tobacco Curing, Petroleum Refineries, Hydrogenated oil, Glass Works, Tanning and Leather Finishing, Printing Presses, Footwear, Clothing, Paper and Paper Products, Match and Cashewnut;

(b) Mining Industries : Coal, Mica, Manganese, Iron Ore, and Gold;

(c) Plantations : Tea, Coffee and Rubber.

strata had to be considerably raised. Statement 1.3 shows the number of Mica Factories together with the number of workers employed therein (a) in the frame, (b) in the sample selected, and (c) in the sample actually covered.

### STATEMENT 1.3

*Number of Mica Factories and Workers employed therein in the Frame, Sample, etc.*

Centre	In the Frame (1966)		In the Sample selected		In the sample ultimately covered	
	Number of Fac- tories	Number of wor- kers Em- ployed	Number of Fac- tories	Number of wor- kers Em- ployed	Number of Factories	Number of workers Employed
1	2	3	4	5	6	7
1. Bihar .. ..	217	12,858	42	3,022	36(16·0)	2,837(22·1)
Large Factories ..	57	8,936	15	2,368	14(24·6)	2,281(25·5)
Small Factories ..	160	3,922	27	654	22(13·8)	556(14·2)
2. Andhra Pradesh ..	37	1,357	19	854	11(29·7)	737(54·3)
Large Factories ..	4	754	2	515	2(50·0)	515(68·3)
Small Factories ..	33	603	17	339	9(27·3)	222(36·8)
3. Residual .. ..	10	538	6	338	5(50·0)	301(55·9)
Large Factories ..	3	365	2	247	2(66·7)	247(67·7)
Small Factories ..	7	173	4	91	3(42·9)	54(31·2)
4. All India .. ..	264	14,753	67	4,214	52(19·7)	3,875(26·3)
Large Factories ..	64	10,055	19	3,130	18(28·1)	3,043(30·3)
Small Factories ..	200	4,698	48	1,084	34(17·0)	832(17·7)

NOTE—Figures in brackets in Cols. 6 and 7 are percentages to respective totals in the Frame

The Survey ultimately covered about 20 per cent. of the factories in the Industry which employed slightly over 26 per cent. of the workers in the industry. Since the frame for this survey is the list of factories in 1966 and as it was not possible to take into account new factories which came into being since then up to and during the period of the Survey, the information given in this Report should be treated to relate to the factories which were in existence during the period to which the frame relates (i.e., 1966) and which continued to exist at the time of the Survey (i.e., July to October, 1969).

Data for the Survey were collected by the field staff of the Bureau by personal visits to the sampled establishments. The schedule canvassed and instructions to the field staff remained basically the same as adopted for earlier surveys as mentioned under 1.2 earlier in this Report. The field investigations in this Industry were launched in the end of July, 1969 and completed in October, 1969. Hence, the information collected, except where specifically mentioned, should be treated to relate to this period.

Mica Manufacturing Industry was one of the various industries surveyed by the Labour Investigation Committee during 1944-45. Wherever possible a comparative idea of the developments and changes which have taken place since then, have been given at various places in the Report. Since there are basic differences in the scope of the previous enquiry and this survey and also because in 1944-45 the Factories Act, 1934, did not apply to mica factories in the country, the comparisons, wherever made, may be treated to be only broadly valid.

## CHAPTER II

### EMPLOYMENT

In order to ensure comparability as well as uniformity of statistics, data pertaining to employment were collected from the sampled establishments as on a specified date i.e., 30th June, 1969. On the basis of the statistics so collected, it is estimated that on this date the total employment strength of mica factories registered under the Factories Act, 1948, was 16,790 in the entire country.

#### 2.1. Composition of the Working Force

2.1.1. *Distribution of the Working Force by Broad Occupational Groups*—For the purposes of the present Survey, the internationally accepted classifications† of workers was followed, according to which the workers have been classified into the following categories—

- (a) Professional, Technical and Related Personnel.
- (b) Administrative, Executive and Managerial Personnel.
- (c) Clerical and Related Workers (including Supervisory).
- (d) Production and Related Workers (including Supervisory).
- (e) Watch and Ward and Other Services.

Statement 2.1 shows the proportion of employees in various groups in mica factories as on 30th June, 1969.

**STATEMENT 2.1**  
*Estimated Percentage Distribution of Workers\* by Broad Occupational Groups*  
(30th June, 1969)

Centre	Total number of workers (estimated)	Estimated Percentage of Workers				
		Professional, Technical and Related Personnel	Administrative, Executive and Managerial Personnel	Clerical and Related Workers including Supervisory)	Production and Related Workers (including Supervisory)	Watch and Ward and Other Services
1	2	3	4	5	6	7
1. Andhra Pradesh ..	986	—	1.6	4.5	89.2	4.7
Large Factories ..	710	—	0.7	3.1	92.7	3.5
Small Factories ..	276	—	4.0	8.0	80.4	7.6
2. Bihar ..	15,133	0.4	1.1	4.3	89.3	4.9
Large Factories ..	8,996	0.7	0.7	5.4	87.3	5.9
Small Factories ..	6,137	—	1.7	2.8	92.1	3.4
3. Residual ..	671	3.9	3.7	11.3	67.2	13.9
Large Factories ..	273	1.5	2.6	5.9	78.7	11.3
Small Factories ..	398	5.5	4.5	15.1	59.3	15.6
4. All India ..	16,790	0.5	1.3	4.6	88.4	5.2
Large Factories ..	9,979	0.7	0.8	5.2	87.5	5.8
Small Factories ..	6,811	0.3	2.0	3.7	89.7	4.3

\* 'Covered' as well as 'not Covered' under the Factories Act, 1948.

† International standard Classification of Occupations' adopted by the I.L.O.

The statistics show that an overwhelming majority of the working force in the Industry belonged to the group 'Production and Related Workers (including Supervisory)', accounting for about 38 per cent. of the total employees. The percentage of workers belonging to this group was nearly 89 both in Andhra Pradesh and Bihar but only about 67 in the Residual Stratum. Next in order were those employed in the groups 'Watch and Ward and Other Services' and 'Clerical and Related Workers (including Supervisory)' constituting about 5 per cent. each of the total working force at the industry level. Persons in the other two groups accounted for the rest of the working force. Professional, technical and related personnel were not employed in any of the factories covered in Andhra Pradesh.

2.1.2. *Distribution of Workers by 'Covered' and 'Not Covered' Categories under the Factories Act, 1948*—The Factories Act, 1948, defines 'worker' as 'a person employed directly or through any agency, whether for wages or not, in any manufacturing process or in any other kind of work incidental to, or connected with the manufacturing process or the subject of the manufacturing process.' It was observed during the course of the Survey that there was no uniformity with regard to the interpretation of the above definition of 'worker' and consequently while some units had included certain categories of workers among those covered under the Factories Act, others tended to exclude them. The Survey revealed that such workers as were not covered under the Factories Act formed only a negligible proportion (i.e., 0.4 per cent.) of the total estimated employment in the Industry. Details about the distribution of workers 'covered' and 'not covered' under the Factories Act in different occupational groups are given in Statement 2.2.

#### STATEMENT 2.2

*Estimated Percentage Distribution of Workers By 'Covered and 'Not Covered' Categories under the Factories Act, 1948*  
(30th June, 1969)

Centre	Professional, Technical and Related Personnel		Administrative Executive and Managerial Personnel		Clerical and Related Workers (including Supervisory)	
	Covered	Not Covered	Covered	Not Covered	Covered	Not Covered
1	2	3	4	5	6	7
1. Andhra Pradesh ..	—	—	100.0	—	100.0	—
Large Factories ..	—	—	100.0	—	100.0	—
Small Factories ..	—	—	100.0	—	100.0	—
2. Bihar ..	82.5	17.5	95.9	4.1	100.0	—
Large Factories ..	82.5	17.5	89.4	10.6	100.0	—
Small Factories ..	—	—	100.0	—	100.0	—
3. Residual ..	61.5	38.5	68.0	32.0	100.0	—
Large Factories ..	100.0	—	71.4	28.6	100.0	—
Small Factories ..	54.5	45.5	66.7	33.3	100.0	—
4. All India ..	76.4	23.6	92.9	7.1	100.0	—
Large Factories ..	83.6	16.4	88.5	11.5	100.0	—
Small Factories ..	54.5	45.5	95.5	4.5	100.0	—



STATEMENT 2.2—*contd.*

Centre		Production and Related Workers (including Supervisory)		Watch and Ward and other Services		Total	
		Covered	Not Covered	Covered	Not Covered	Covered	Not Covered
1		8	9	10	11	12	13
1. Andhra Pradesh	..	100·0	—	100·0	—	100·0	—
Large Factories	..	100·0	—	100·0	—	100·0	—
Small Factories	..	100·0	—	100·0	—	100·0	—
2. Bihar	..	100·0	—	99·2	0·8	99·8	0·2
Large Factories	..	100·0	—	100·0	—	99·8	0·2
Small Factories	..	100·0	—	97·1	2·9	99·9	0·1
3. Residual	..	100·0	—	68·8	31·2	93·0	7·0
Large Factories	..	100·0	—	100·0	—	99·3	0·7
Small Factories	..	100·0	—	53·2	46·8	88·7	11·3
4. All India	..	100·0	—	96·0	4·0	99·6	0·4
Large Factories	..	100·0	—	100·0	—	99·8	0·2
Small Factories	..	100·0	—	88·0	12·0	99·2	0·8

It would appear that all the workers belonging to the groups 'Production and Related Workers (including Supervisory)' and 'Clerical and Related Workers (including Supervisory)' were reported to be covered under the Factories Act. The proportion of workers 'not covered' under the Act in the remaining three groups varied from about 4 per cent. in the case of 'Watch and Ward and Other Services' to about 24 per cent. in the group 'Professional, Technical and Related Personnel'. It is noteworthy that in Andhra Pradesh all categories of workers were covered under the Act.

## 2.2. *Employment of Women*

A striking feature of the working force in mica factories in 1944, about which the Labour Investigation Committee had made a specific mention, was the employment of women and children in large numbers. The committee observed that sometimes the whole family including husband, wife and children worked in the factories. Women and children were employed as splitters and condenser film makers. In the domestic section, over 80 per cent. of the work was done by women, mostly married women.

The present Survey has shown that the employment of women in Mica Factories, though not uncommon, was not of significant proportion. Though women were employed in about two-fifths of the factories in the country, they constituted only about 14 per cent. of the total working force. It is significant to note that in Andhra Pradesh, about three-fourths of the workers were women. However, of the total number of women workers in the Industry, about 65

per cent. were employed in Bihar, about 31 per cent. in Andhra Pradesh and the remaining about 4 per cent. were in the Residual Group. Further details are given in Statement 2.3.

### STATEMENT 2.3

#### *Estimated Proportion of Women Workers (30th June, 1969)*

Centre	Estimated Number of Factories †	Estimated Percent- age of Factories employing Women	Estimated Number of women workers*	Percent- age of Women workers to the total working force in the Industry	Percent- age of women workers to the total number of women in the Industry
1	2	3	4	5	6
1. Andhra Pradesh	17	90.8	728	73.8	30.8
Large Factories	3	100.0	558	78.6	36.9
Small Factories	14	88.9	170	61.6	20.0
2. Bihar ..	192	35.9	1,536	10.2	65.1
Large Factories	52	71.4	899	10.0	59.5
Small Factories	140	22.7	637	10.4	74.9
3. Residual ..	7	76.1	97	15.5	4.1
Large Factories	2	100.0	54	19.9	3.6
Small Factories	5	66.6	43	12.2	5.1
4. All India ..	216	41.5	2,361	14.1	100.0
Large Factories	57	73.9	1,511	15.2	100.0
Small Factories	159	29.9	850	12.6	100.0

\*All women workers were covered under the Factories Act, 1948.

†This number does not tally with the number of factories in Statement 1.2 (col. 2). The difference is due to the fact that some factories were found closed at the time of the Survey.

Data were also collected in respect of the distribution of women workers by broad occupational groups. The Survey revealed that as many as about 98 per cent. of the women workers in the Industry were employed as production workers and the rest (i.e., about 2 per cent.) were accounted for by the group 'Watch and Ward and Other Services'. Women workers were mostly employed on such jobs as cutting, mixing, sorting, splitting and screening of mica, loading and unloading, packing of loose mica and sweeping. The predominant reason for the employment of women was reported to be that most of the processes in the Industry did not entail much physical exertion and hence these could be attended to by women without any difficulty. Moreover, for certain jobs like splitting and cutting of mica, which required inherent patience, women workers were considered to be more suitable.

## 2.3. Child Labour

The Labour Investigation Committee (1944-45) had observed that the Factories Act, 1934, did not apply to mica factories nor did any other labour Act except the Employment of Children (Amendment) Act, 1939. In spite of this the employment of children was a rampant evil in the Industry. To quote from the Committee's report, "The employment of child labour in defiance of the law is an acute problem of this section (manufacturing) of the Industry", children were found by the Committee to have been employed in most of the occupations in the mica factories.

There has been considerable improvement in this respect as the present Survey has revealed that none of the mica factories covered did employ any child labour.

## 2.4. Time-rated and Piece-rated Workers

About 99 per cent. of the production workers in the Industry were paid on the basis of time and only 1 per cent. were piece-rated. Centre-wise details are given in Statement 2.4.

### STATEMENT 2.4

*Estimated Percentage Distribution of Production and Related Workers (including Supervisory) by Sex and Method of Payment.*  
(30th June, 1969)

Centre	Estimated Total Number of Production Workers†	Distribution of Workers into		Percentage Distribution of Workers by Sex and Method of Payment.			
		Time- rated	Piece- rated	Men		Women	
				Time- rated	Piece- rated	Time- rated	Piece- rated
1	2	3	4	5	6	7	8
1. Andhra Pradesh ..	880	95.1	4.9	100.0	—	94.1	5.9
Large Factories ..	658	93.5	6.5	100.0	—	92.3	7.7
Small Factories ..	222	100.0	—	100.0	—	100.0	—
2. Bihar ..	13,509	99.0	1.0	98.9	1.1	100.0	—
Large Factories ..	7,856	98.3	1.7	98.0	2.0	100.0	—
Small Factories ..	5,653	100.0	—	100.0	—	100.0	—
3. Residual ..	451	97.3	2.7	99.4	0.6	89.6	10.4
Large Factories ..	215	100.0	—	100.0	—	100.0	—
Small Factories ..	236	94.9	5.1	99.0	1.0	76.8	23.2
4. All India ..	11,840	98.7	1.3	98.9	1.1	97.7	2.3
Large Factories ..	8,729	97.9	2.1	98.1	1.9	97.1	2.9
Small Factories ..	6,111	99.8	0.2	100.0	*	98.8	1.2

\* Less than 0.05 per cent.

† Covered under the Factories Act, 1948.

Since men constituted an overwhelming majority (i.e., about 86 per cent.) of the working force, their distribution between time-rated and piece-rated workers was the same as for all workers in the Industry. All men workers in Andhra Pradesh and all women workers in Bihar were time-rated. Hardly 6 per cent. of the women workers in Andhra Pradesh and nearly 10 per cent. in the Residual Group, constituting about 2 per cent. at the Industry level, were employed on piece-rate basis.

## 2.5. *Contract Labour*

In 1944-45, the Labour Investigation Committee had reported that trade in mica splitting had been very profitable because of the availability of an excessively large number of domestic splitters and a class of contractors had sprung up to serve as liaison between the factory owners and home splitters in Bihar and Madras. Most factories had a separate section to deal with the contractors and their workers. But contract labour as such was not employed within the factory.

The present Survey has also revealed that the system of employing workers through contractors was not common in mica factories. Only one large unit surveyed in the Residual Group employed 23 contract workers who constituted a negligible proportion\* of the total working force in the Industry. All these workers were engaged on packing of the finished product. No particular reason could be advanced by the management for the employment of contract labour except that they had specialised in this job.

## 2.6. *System of Recruitment*

The Labour Investigation Committee, at the time of their Enquiry in 1944-45, had found that in Bihar there was no problem of shortage of labour. All the workers were recruited at the factory gate by Sardars who were whole-time employees of the factories. They had charge of a group of workers and also exercised general supervision over them. The Committee further reported that a large number of skilled workers were imported from Kodarma and Giridih (Bihar) to work in Rajputana† by paying liberal advances and travelling expenses besides promising much higher wages.

The results of the present Survey reveal that almost all (about 99 per cent.) workers in the Industry had been recruited directly by the managements at the factory gate itself. The remaining about one per cent. of the workers, who were in Bihar and the Residual Group, had been recruited through Employment Exchanges and advertisements/interviews. A welcome feature was that recruitment through intermediaries was not found prevalent in any of the mica factories surveyed.

## 2.7. *Employment Status*

During the course of the present Survey, information pertaining to the classification of directly employed production workers into

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\*0.15 per cent.

†Now a part of Rajasthan.

different categories of employment status i.e., temporary, permanent, *badli*, etc., was collected and is presented in Statement 2.5. For purposes of classification of workers into permanent, temporary, probationers, *badlis*, etc., the definitions as contained in the Standing Orders framed under the Industrial Employment (Standing Orders) Act, 1946, or some of the State Acts, were relied upon. However, since these Acts apply to only those establishments which employ a certain number of workers, many of the factories had not framed Standing Orders. In such cases, reliance was placed on the version of the management.

## STATEMENT 2.5

*Estimated Percentage Distribution of Production and Related Workers' (including Supervisory) by Employment Status*  
(30th June, 1969)

Centre					Estimated total Number of Production Workers*	Estimated Per- centage Distribution of Workers	
						Permanent	Tempo- rary
1					2	3	4
1. Andhra Pradesh .. .. .	..	..	..	..	880	50·2	49·8
Large Factories .. .. .	..	..	..	..	658	42·1	57·9
Small Factories .. .. .	..	..	..	..	222	74·3	25·7
2. Bihar .. .. .	..	..	..	..	13,509	20·3	79·7
Large Factories .. .. .	..	..	..	..	7,856	30·3	69·7
Small Factories .. .. .	..	..	..	..	5,653	6·4	93·6
3. Residual .. .. .	..	..	..	..	428	42·8	57·2
Large Factories .. .. .	..	..	..	..	192	54·7	45·3
Small Factories .. .. .	..	..	..	..	236	33·0	67·0
4. All India .. .. .	..	..	..	..	14,817	22·7	77·3
Large Factories .. .. .	..	..	..	..	8,706	31·8	68·2
Small Factories .. .. .	..	..	..	..	6,111	9·9	90·1

\*Covered under the Factories Act, 1948 and employed directly.

In the Industry, as a whole, about 23 per cent. of the production workers were permanent and the remaining 77 per cent. temporary. None of the units covered during the Survey had employed probationers, *badlis*, apprentices and casual workers. In Bihar and the Residual Group, a majority of the workers were temporary, whereas in case of Andhra Pradesh, the proportion of permanent and temporary workers was almost equal. Unlike in Bihar and the Residual Group where more workers were temporary in small factories, in Andhra Pradesh about three-fourths of the workers employed in small factories were permanent as against 42 per cent. in large factories.

## 2.8. Length of Service

During the present Survey, a study of the distribution of workers according to their length of service was made in respect of production workers covered under the Factories Act and employed directly by the managements. Wherever managements maintained records showing the date of appointment of their employees (e.g., service cards, leave records, etc.), the information was collected from such records, but in their absence, the version of the management was relied upon. The data collected are presented in Statement 2.6.

### STATEMENT 2.6

*Estimated Percentage Distribution of Production and Related Workers (including Supervisory) According to length of Service (30th June, 1969)*

Centre		Total Number of Production Workers*	Estimated Percentage Distribution of Workers having Length of Service of				
			Under 1 year	1 year and more but under 5 years	5 years and more but under 10 years	10 years and more but under 15 years	15 years and more
1		2	3	4	5	6	7
1. Andhra Pradesh ..		880	50.3	9.8	21.7	12.4	5.8
Large Factories ..		658	57.9	2.1	22.2	12.9	4.9
Small Factories ..		222	27.9	32.4	20.3	10.8	8.6
2. Bihar ..		13,509	79.8	3.8	4.3	7.5	4.6
Large Factories ..		7,856	69.9	4.6	7.1	11.1	7.3
Small Factories ..		5,653	93.6	2.7	0.4	2.4	0.9
3. Residual ..		428	57.3	2.3	20.6	4.4	15.4
Large Factories ..		192	45.3	4.2	25.5	1.6	23.4
Small Factories ..		236	66.9	0.9	16.5	6.8	8.9
4. All India ..		14,817	77.4	4.1	5.8	7.7	5.0
Large Factories ..		8,706	68.5	4.4	8.6	11.0	7.5
Small Factories ..		6,111	90.2	3.7	1.8	2.9	1.4

\*Covered under the Factories Act, 1948 and employed direct.

It would appear that about 77 per cent. of the production workers in the Industry had not completed even one year of service as on 30th June, 1969 and only about 13 per cent. of the workers had a service of 10 years or more to their credit on the specified date. The percentage of workers having under one year's service was nearly 50 in Andhra Pradesh, 80 in Bihar and 57 in the Residual Group. The high proportion of workers with shorter length of service was due mainly to the fact that either the workers who hailed from rural areas left the jobs frequently to attend to agricultural operations in their villages or the employers terminated their services due to fluctuations in the demand of mica in the international market.

## 2.9. Absenteeism\*

While discussing about the labour conditions in mica factories in Bihar, the Labour Investigation Committee (1944-45) had remarked that despite the light nature of work, labour in mica factories was almost addicted to absenting itself for a number of days in the course of the month. The Committee attributed the main causes of absenteeism to drinking and gambling and the rate of absenteeism increased to 33 per cent. or even more on the days immediately following the pay day.

During the present Survey, data on absenteeism were collected for only four months (ie., January, April, July and October) of 1968 in respect of production workers covered under the Factories Act, 1948, excluding casual, *badli* and contract workers. The data so collected are presented in Statement 2.7.

## STATEMENT 2.7

*Estimated Rate of Absenteeism\* in Mica Factories  
(During 1968)*

Centre		January, 1968	April, 1968	July, 1968	October, 1968	Overall**
1		2	3	4	5	6
1. Andhra Pradesh	..	12.6	13.0	16.4	14.6	14.2
Large Factories	..	12.0	13.2	16.3	14.7	14.1
Small Factories	..	13.9	12.6	16.6	14.2	14.3
2. Bihar	..	10.0	10.0	19.2	10.7	11.9
Large Factories	..	9.6	9.5	20.1	9.4	11.4
Small Factories	..	10.6	10.9	17.7	13.2	12.7
3. Residual	..	9.0	15.3	13.2	9.1	11.7
Large Factories	..	11.8	19.9	14.4	11.5	14.3
Small Factories	..	6.2	10.8	11.6	6.2	8.8
4. All India	..	10.1	10.3	18.8	11.0	12.0
Large Factories	..	9.8	9.9	19.6	9.8	11.7
Small Factories	..	10.6	11.0	17.4	13.1	12.7

\*Percentage of Man-days Lost to the Man days Scheduled to work.

\*\*Average of 4 months only.

In the Industry, as a whole, the absenteeism rate varied from about 10 per cent. in January, 1968, to about 19 per cent. in July, 1968, the average for the four months being 12 per cent. As among the different centres, the overall rate of absenteeism was higher in Andhra Pradesh as compared to Bihar and Residual Group. The information collected further shows that none of the factories surveyed had adopted any special measures to curb absenteeism. However, two of the small factories surveyed in Andhra Pradesh took disciplinary action for unauthorised absence.

\*Absenteeism is defined as failure of the worker to report on the job when he was scheduled to work but does not include absences on account of strikes, lock-outs or lay off. Rate of absenteeism is the percentage of man-days lost due to absence to the total man days scheduled to work.

### 2.10. Labour Turnover

Data relating to labour turnover were also collected for four months of 1968 (same as absenteeism) relating to all production workers covered under the Factories Act but excluding unpaid apprentices and casual workers as well as contract labour. Statements 2.8 and 2.9 show the rates of accession and separation, respectively, in Mica Factories.

**STATEMENT 2.8**  
*Estimated Accessions Rate in Mica Factories*  
(During 1968)

Centre			January, 1968	April, 1968	July, 1968	October, 1968	Overall*
1			3	4	5	6	7
1. Andhra Pradesh	..	..	22.8	14.4	11.6	38.4	22.2
Large Factories	..	..	32.8	17.9	11.3	41.6	26.4
Small Factories	..	..	2.4	6.1	12.2	30.0	12.6
2. Bihar	..	..	39.0	28.2	20.5	29.5	30.2
Large Factories	..	..	26.3	24.3	9.1	19.5	20.3
Small Factories	..	..	60.9	35.2	39.4	49.4	45.9
3. Residual	..	..	3.3	2.7	9.4	19.7	8.6
Large Factories	..	..	..	..	6.2	19.5	6.5
Small Factories	..	..	6.6	5.4	14.0	20.0	11.1
4. All India	..	..	37.3	27.0	19.7	29.9	28.6
Large Factories	..	..	26.2	23.5	9.2	21.0	20.4
Small Factories	..	..	56.4	33.0	37.2	47.6	43.2

\*Average of 4 months only.

**STATEMENT 2.9**  
*Estimated Separations Rate in Mica Factories*  
(During 1968)

Centre			January, 1968	April, 1968	July, 1968	October, 1968	Overall*
1			2	3	4	5	6
1. Andhra Pradesh	..	..	10.0	7.9	19.9	18.7	14.0
Large Factories	..	..	6.8	5.2	24.1	9.8	11.0
Small Factories	..	..	16.5	14.3	11.0	41.6	20.9
2. Bihar	..	..	20.6	25.2	35.6	32.0	28.0
Large Factories	..	..	7.6	21.1	22.3	25.8	19.3
Small Factories	..	..	43.0	32.3	57.6	44.3	43.6
3. Residual	..	..	2.6	1.4	5.2	11.1	5.0
Large Factories	..	..	5.2	1.4	6.8	8.4	5.6
Small Factories	..	..	..	1.4	2.9	14.4	4.3
4. All India	..	..	19.6	23.7	33.8	30.7	26.7
Large Factories	..	..	7.5	19.8	22.0	24.4	18.5
Small Factories	..	..	40.4	30.6	53.6	43.4	41.3

\*Average of 4 months only.

Both the accession and separation rates in the Industry were high, being of the order of nearly 29 and 27 per cent. respectively. As between different months, the rate ranged from about 20 per cent. (July, 1968) to about 37 per cent. (January, 1968) in case of accessions



and from nearly 20 per cent. (January, 1968) to about 34 per cent. (July, 1968) in case of separations. At the Industry level, the accession and separation rates were invariably higher in small size factories as compared to large ones. The labour turnover, i.e., both accessions and separations, was the highest in Bihar.

An attempt was also made in the course of the Survey to collect data on separations by causes and the same are given in Statement 2.10. Wherever records indicating separations by causes were not maintained, the version of the management was relied upon.

STATEMENT 2.10  
*Estimated Percentage Distribution of Separations by Causes*

Centre	Estimated Percentage of Separations due to			
	Discharge or Dismissals	Quits@	Retrenchment	Retirement or Death
1	2	3	4	5
1. Andhra Pradesh	78.4	21.6	—	—
Large Factories	67.8	32.2	—	—
Small Factories	91.2	8.8	—	—
2. Bihar	73.5	25.7	0.8	—
Large Factories	70.8	27.8	1.3	0.1
Small Factories	75.6	24.0	0.4	—
3. Residual	16.7	48.3	21.7	13.3
Large Factories	—	69.4	13.9	16.7
Small Factories	41.7	16.7	33.3	8.3
4. All India	73.4	25.7	0.8	0.1
Large Factories	70.3	28.2	1.3	0.2
Small Factories	75.9	23.6	0.5	*

@Quits are termination of employments initiated by employees because of acceptance of jobs elsewhere, dissatisfaction, marriage, maternity, ill health, unauthorised absence, etc.

\*Less than 0.05.

On an average, about 73 per cent. of the separations were on account of discharge or dismissals, 26 per cent. due to quitting of job by workers and the rest were attributable to retrenchment, retirement and death. The position was, more or less, the same in Andhra Pradesh and Bihar but in the Residual Group, quits accounted for about half the separations. In Andhra Pradesh, there were no separations due to retrenchment, retirement or death. No steps to reduce labour turnover had been taken by any of the units covered during the Survey.

### 2.11. Training and Apprenticeship

In the course of their investigations in Bihar, the Labour Investigation Committee (1944-45) had reported that there was no well-defined system of apprenticeship in mica factories but in all factories children of tender age were employed to handle the most inferior quality of mica. In course of time, they learnt sorting and sickle dressing and were promoted to better jobs if found fit.

The present Survey has also revealed that none of the units covered in the Industry had introduced any training or apprenticeship scheme for its workers.

## WAGES AND EARNINGS

3.1. *Wage Revisions and Minimum Rates of Wages*

The Labour Investigation Committee (1944-45) had remarked in their report that the wage level in the mica manufacturing industry was amongst the lowest in the country and there was considerable extent of sweating, especially of female and child labour. Mica Works were originally included in the list of scheduled employments in which the Central/State Governments were required to fix the minimum rates of wages under the Minimum Wages Act, 1948. Consequently, the State Governments of Andhra Pradesh, Bihar, Madras\* and Rajasthan fixed the minimum rates of wages in mica factories in their States, the details of which, along with subsequent revisions, are set out in Statement 3.1.

## STATEMENT 3.1

*Rates of Minimum Wages Fixed or Revised under the Minimum Wages Act, 1948, for the Lowest Paid Unskilled Workers in Mica Works*

State		Unit	Year of Fixation	Initial Wages Fixed	Year of Revision	Revised Wage Rates
1		2	3	4	5	6
				Rs. P.		Rs. P.
1. Andhra Pradesh	..	Day	Prior to 1953	1·00	1960	1·75
		Month	---	---	1960	45·00
2. Bihar	..	Day	Prior to 1953	1·28	1964	1·44
3. Madras*	..	Day	Prior to 1953	1·00	1962	1·38
		Month	---	---	1962	45·00
						(for watchman)
4. Mysore	..	Day	Prior to 1953	1·00	---	---
		Month	---	33·00	---	---
5. Rajasthan	..	Day	Prior to 1953	1·12	---	---
		Month	Prior to 1953	30·00	1966	60·00

Source -- Returns received under the Minimum Wages Act, 1948.

Workers in mica factories were generally being paid the minimum rates of wages fixed by the respective State Governments under the Minimum Wages Act, 1948. In Bihar, it was observed that since the revision of minimum wages in 1964, significant changes had taken place in the wage level of mica workers. Following a dispute in August, 1964 over a charter of demands, a settlement between the workers' unions and employers' representatives was brought about by the State Government which provided, among other things, for a flat increase of 10 per cent. on the existing wages and other emoluments of all daily-rated and monthly-rated employees with effect from 1st September, 1964. As a result, the lowest daily wage of

\*Named Tamil Nadu with effect from 14th January, 1969.

Rs. 1.44 rose to Rs. 1.58. Again, in December, 1967 an agreement between employers and workers was concluded in terms of which a similar increase of 10 per cent. was given in the basic wage and dearness allowance of all daily-rated and monthly-rated employees from 1st January, 1968. This further pushed up the lowest daily wage of a worker from Rs. 1.58 to Rs. 1.74. Further, on 27th June, 1968, the Bihar Government issued a notification revising the minimum rates of wages of mica workers in the State with effect from 23rd May, 1968. In terms of this Order, the lowest daily wage of an unskilled adult worker was fixed at Rs. 2.25 which was inclusive of proportionate amount of Sunday wages. This Order of the Government was, however, challenged by both the parties in the High Court and till the time of the present enquiry, the matter was sub-judice, there being thus no question of its implementation. In the meantime, mica workers in the State resorted to a general strike in July, 1968 which was called off on 3rd August, 1968, only after securing a flat raise of 10 paise in the daily wages of workers as an interim measure, pending the decision of the High Court. Consequently, the Commissioner of Labour, Bihar, advised all employers in the State to raise the wages of the lowest paid workers in mica factories to Rs. 1.84 per day (from Rs. 1.74 previously) which was, of course, exclusive of the proportionate Sunday wage of Re. 0.31. At the time of the present Survey, the lowest paid unskilled adult worker in mica factories in the State was thus to be paid Rs. 2.15 per day, which was made up of Rs. 1.84 plus Re. 0.31 as proportionate Sunday wage.

During the course of the present Survey, information was collected in respect of wage revisions which took place in the sampled units since 1964 and affected a majority of the workers. The available data show that such revisions had taken place in about 93 per cent. of the mica factories in the country. Details are set out in Statement 3.2.

### STATEMENT 3.2

*Estimated Percentage Distribution of Mica Factories According to Number of Wage Revisions*  
(During 1964—69)

Centre		Total Number of Factories	Percentage of Factories where Wage Re- visions took place	Percentage of Factories in which Wage Revisions took place			
				One	Twice	Thrice	Four-times
1		2	3	4	5	6	7
1. Andhra Pradesh	..	17	9.1	100.0	—	—	—
Large Factories	..	3	—	—	—	—	—
Small Factories	..	14	11.1	100.0	—	—	—
2. Bihar	..	192	100.0	—	5.3	47.5	47.2
Large Factories	..	52	100.0	—	7.1	28.6	64.3
Small Factories	..	140	100.0	..	4.5	54.6	40.9
3. Residual	..	7	100.0	52.4	47.6	—	—
Large Factories	..	2	100.0	100.0	—	—	—
Small Factories	..	5	100.0	33.4	66.6	—	—
4. All India	..	216	92.8	2.6	6.7	45.5	45.2
Large Factories	..	57	94.7	3.7	6.9	27.5	61.9
Small Factories	..	159	92.2	2.2	6.6	52.1	39.1

As against all the factories covered in Bihar and Residual Group reporting wage revisions since 1964, in Andhra Pradesh the proportion of such factories was only about 9 per cent., all of which were small. As regards the frequency of wage revisions, the available data show that in about 45 per cent. each of the factories in the Industry three and four wage revisions had been effected during the period from 1964 till the time of the Survey. In about 7 per cent. of the units, the wages had been revised twice since 1964 and in the remaining nearly 3 per cent. of the units once only.

Of the total wage revisions in the Industry since 1964, about 48 per cent. were consequent upon the settlements brought about by the Conciliation Officers and nearly 37 per cent. were the result of executive orders of the Government. In 14 per cent. of the cases, the wages were revised through mutual agreements between employers and workers while in the rest (about 1%); the management exercised their discretion to revise the wages of their employees.

### 3.2. Pay Period

The Payment of Wages Act, 1936, provides that no wage period should exceed one month and that wages earned should be paid to workers within a prescribed time limit after the expiry of the period to which they relate. Tradition, usage and nature of work, etc., often influence the wage periods prevailing in different industrial establishments in the country. Data collected during the Survey show that, out of the estimated total number of about 17 thousand workers in mica factories in the country, 80 per cent. were paid wages once in a week, 19 per cent. once in a month and 1 per cent. once in a fortnight. Details appear in Statement 3.3.

#### STATEMENT 3.3

#### *Estimated Percentage Distribution of Workers\* According to Pay Period*

(30th June, 1969)

Centre	Estimated Total No. of Workers	Estimated Percentage of Workers whose pay period was		
		Month	Fortnight	Week
1	2	3	4	5
1. Andhra Pradesh .. .. .	986	81.3	18.7	..
Large Factories .. .. .	710	74.1	25.9	..
Small Factories .. .. .	276	100.0	—	—
2. Bihar .. .. .	15,109	11.5	..	88.5
Large Factories .. .. .	8,978	13.3	..	86.7
Small Factories .. .. .	6,131	8.9	..	91.1
2. Residual .. .. .	624	100.0	..	..
Large Factories .. .. .	271	100.0	..	..
Small Factories .. .. .	353	100.0	..	..
4. All India .. .. .	16,719	18.9	1.1	80.0
Large Factories .. .. .	9,959	20.0	1.9	78.1
Small Factories .. .. .	6,760	17.4	..	82.6

\*Covered under the Factories Act, 1948, whether employed directly or through contractors.

The statistics reveal divergent practices with regard to pay-period in the various centres of the industry. Whereas in the Residual Group, the only system of settlement of wages was once in a month, in Bihar the predominant system was weekly settlement of wages. In Andhra Pradesh, about four-fifths of the workers received wages once in a month and the remaining once in a fortnight.

### 3.3. Earnings

Information relating to man-days worked and the basic wages, dearness allowance and other components of earnings of workers during a pay-period immediately preceding the specified date (i.e., 30th June, 1969) was collected from each of the sampled units during the course of the present Survey. The data collected relate to workers covered under the Factories Act, 1948, and are in respect of only broad categories of workers, viz., All Workers, Production Workers, Lowest-paid Production Workers, Professional, Technical and Related Personnel, Administrative, Executive and Managerial Personnel, Clerical and Related Workers (including Supervisory) and Watch and Ward and Other Services. Since Production Workers comprised the bulk of the working force, information in respect of this group was collected separately for men and women, there being no child labour in this Industry.

#### 3.3.1. Earnings of All Workers and Production Workers

Based on the results of the present Survey, the average daily earnings of a worker in mica factories in the country as a whole have been estimated at Rs. 2.68 and of a production worker at Rs. 2.24 during June, 1969. Details are presented in Statement 3.4.

#### STATEMENT 3.4

#### *Estimated Average Daily Earnings of All Workers and Production Workers*

(June, 1969)

(In Rupees)

Centre	All Workers†		Production Workers*	
	Men	Women	All Production Workers	
1	2	3	4	5
1. Andhra Pradesh .. .. .	2.58	3.13	1.94	2.14
Large Factories .. .. .	2.51	3.43	1.92	2.14
Small Factories .. .. .	2.78	2.62	2.02	2.17
2. Bihar .. .. .	2.61	2.23	2.15	2.22
Large Factories .. .. .	2.66	2.20	2.15	2.19
Small Factories .. .. .	2.54	2.26	2.16	2.25
3. Residual .. .. .	4.77	3.41	2.52	3.22
Large Factories .. .. .	4.00	3.14	2.37	2.96
Small Factories .. .. .	5.36	3.64	2.71	3.46
4. All India .. .. .	2.68	2.27	2.10	2.24
Large Factories .. .. .	2.68	2.23	2.08	2.20
Small Factories .. .. .	2.69	2.31	2.16	2.29

\*Covered under the Factories Act and employed directly.

†Covered under the Factories Act, 1948.

The average daily earnings of 'All Workers' were the highest (Rs. 4.77) in Residual Group and the lowest (Rs. 2.58) in Andhra Pradesh. In Bihar, the figure worked out to Rs. 2.61. The earnings of 'All Workers' in large and small factories at the all India level were almost the same.

Taking Production Workers alone into account, their average daily earnings were Rs. 2.24 i.e., about 16 per cent. less than those of 'All Workers'. The average daily earnings of 'all workers' were higher than those of production workers in all the three centres of the Industry. This could be due to the impact of comparatively higher salaries received by the managerial, technical and administrative personnel included in 'all workers'. As in the case of 'all workers', the average daily earnings of 'production workers' too were the highest (Rs. 3.22) in the Residual Group and the lowest (Rs. 2.14) in Andhra Pradesh. Everywhere the earnings of all production workers were higher in small factories than in large ones. Further, average daily earnings of women production workers were invariably less than those of their male counterparts.

### 3.3.2. Earnings of the Lowest-paid Production Workers

Data in respect of the earnings of the lowest paid men and women production workers were collected separately and are presented in Statement 3.5. The findings of the Survey reveal that in mica factories, the least remunerative occupations were those of graders, cutters, splitters, sorters and packers of mica.

#### STATEMENT 3.5

#### *Estimated Average Daily Earnings of Lowest Paid Production Workers*

(June 1969)

Centre	(In Rupees)								
	Employed Direct			Employed through Contractors			All lowest-paid production Workers		
	Men	Women	All	Men	Women	All	Men	Women	All
1	2	3	4	5	6	7	8	9	10
1. Andhra Pradesh ..	1.87	1.85	1.85	-	-	-	1.87	1.85	1.85
Large Factories ..	1.83	1.83	1.83	-	-	-	1.83	1.83	1.83
Small Factories ..	1.91	1.89	1.89	-	-	-	1.91	1.89	1.89
2. Bihar ..	2.13	2.14	2.13	-	-	-	2.13	2.14	2.13
Large Factories ..	2.12	2.14	2.12	-	-	-	2.12	2.14	2.12
Small Factories ..	2.14	2.15	2.14	-	-	-	2.14	2.15	2.14
3. Residual ..	2.33	2.51	2.40	3.06	2.10	2.43	2.39	2.42	2.41
Large Factories ..	2.32	2.45	2.35	3.06	2.10	2.43	2.39	2.31	2.36
Small Factories ..	2.47	2.55	2.51	-	-	-	2.47	2.55	2.54
4. All India ..	2.13	2.10	2.12	3.06	2.10	2.43	2.13	2.10	2.12
Large Factories ..	2.12	2.10	2.12	3.06	2.10	2.43	2.12	2.10	2.12
Small Factories ..	2.14	2.12	2.14	-	-	-	2.14	2.12	2.14

The lowest-paid production workers in mica factories in the country earned, on an average, Rs. 2.12 per day i.e., about 5 per cent. less than the earnings of 'production workers' (Rs. 2.24) and nearly 21 per cent. less than those of 'all workers' (Rs. 2.68). Their

earnings also were the highest (Rs. 2.41) in the Residual Group of factories and the lowest (Rs. 1.85) in Andhra Pradesh. In factories in Bihar, they were getting Rs. 2.13 per day, on an average. This fell short of the standardised daily wage of Rs. 2.15 per day in the State, because in a few units, some workers were being paid less than the stipulated wages. At the all-India level, the lowest-paid women production workers earned, on an average, Rs. 2.10 per day as compared to Rs. 2.13 earned by their male counterparts. The average daily earnings of lowest paid contract workers were Rs. 2.43 per day in the industry, the corresponding figure for direct labour being Rs. 2.12.

### 3.3.3. Earnings of Workers in Other Broad Occupational Groups

Statement 3.6 shows the average daily earnings of the remaining four categories of workers during June, 1969.

#### STATEMENT 3.6

#### *Estimated Average Daily Earnings of Workers\* in Broad Occupational Groups* (June, 1969)

(In Rupees)

Centre	Professional, Technical and Related Personnel	Administrative, Executive and Managerial Personnel	Clerical and Related Workers (including Supervisory)	Watch and Ward and other Services
1	2	3	4	5
1. Andhra Pradesh	--	10.21	7.53	2.71
Large Factories .. ..	.	12.74	9.57	3.19
Small Factories .. ..	--	8.96	5.65	2.17
2. Bihar .. ..	11.49	10.20	7.34	3.55
Large Factories .. ..	11.49	13.28	7.37	3.64
Small Factories .. ..	--	8.44	7.24	3.34
3. Residual .. ..	17.26	17.01	8.95	3.43
Large Factories .. ..	19.07	20.19	8.80	3.60
Small Factories .. ..	16.66	15.83	8.99	3.26
4. All India .. ..	12.76	10.76	7.50	3.49
Large Factories .. ..	11.99	13.67	7.52	3.61
Small Factories .. ..	16.66	9.17	7.47	3.23

\*Covered under the Factories Act, 1948.

At the all-India level, the average daily earnings of Professional, Technical and Related Personnel were the highest (Rs. 12.76), followed by those of Administrative, Executive and Managerial Personnel (Rs. 10.76) and Clerical and Related Workers (Rs. 7.50). Employees in the group 'Watch and Ward and Other Services' earned, on an average, Rs. 3.49 per day.

### 3.4. Components of Earnings

Data collected in respect of individual components of earnings of 'all workers' reveal that the entire or almost the entire pay

packet of the workers consisted of basic earnings i.e., basic wage plus dearness allowance. There were no other allowances except house rent allowance, transport allowance, etc., which were paid in a few large factories in Bihar and the Residual Group, where too, the incidence of such allowances was negligible. However, none of the mica factories covered during the Survey reported the existence of any scheme relating to the payment of production or incentive bonus, night-shift allowance, over-time pay and foodgrain concession.

Statement 3.7 shows the earnings of all workers by various components in Mica Factories during June, 1969.

### STATEMENT 3.7

#### *Estimated Average Daily Earnings by Components of All Workers (June, 1969)*

(In Rupees)					
Centre	Basic Earnings (Basic wage and Dearness allowance or Consolidated (Wages)	House Rent Allowance	Transport or Conveyance Allowance	Other Cash Allow- ances	Total
1	2	3	4	5	6
1. Andhra Pradesh	.. 2.58(100.00)	—	—	—	2.58(100.00)
Large Factories	.. 2.51(100.00)	—	—	—	2.51(100.00)
Small Factories	.. 2.78(100.00)	—	—	—	2.78(100.00)
2. Bihar	.. 2.61(100.00)	—	—	*	2.61(100.00)
Large Factories	.. 2.65(99.71)	0.01(0.29)	—	*	2.66(100.00)
Small Factories	.. 2.54(100.00)	*	—	*	2.54(100.00)
3. Residual	.. 4.74(99.37)	0.10(0.21)	0.01(0.21)	0.01(0.21)	4.77(100.00)
Large Factories	.. 3.98(99.00)	0.02(0.50)	0.01(0.25)	0.01(0.25)	4.00(100.00)
Small Factories	.. 5.36(100.00)	—	—	—	5.36(100.00)
4. All India	.. 2.68(100.00)	*	*	*	2.68(100.00)
Large Factories	.. 2.67(99.70)	0.01(0.30)	*	*	2.68(100.00)
Small Factories	.. 2.69(100.00)	*	—	—	2.69(100.00)

\*Less than Re. 0.065.

NOTE:—Figures within brackets are percentages to the total in Col. 6.

#### 3.4.1. Basic Earnings

As stated above, the basic earnings i.e., basic wage and dearness allowance (where paid separately) or the consolidated wages, accounted for the whole or almost the whole of the earnings of mica workers in all the Centres.

The practice of paying a separate dearness allowance to workers was in vogue in only about 8 per cent. of the mica factories in the country, comprising about 17 per cent. of the large and 5 per cent. of small units. While in factories in Andhra Pradesh, the practice of paying separate dearness allowance was altogether non-existent, in Bihar it was reported from only about 7 per cent. of the units



compared to nearly 52 per cent. of the factories in the Residual Group. Of the factories paying a separate dearness allowance, in as many as about 94 per cent., consisting of all such units in Bihar and nearly 73 per cent. of those in the Residual Group, the dearness allowance was being paid to different categories of workers at flat rates which varied from Rs. 5 to Rs. 88 per month. In the remaining nearly 6 per cent. of the factories (accounted for by only one large unit in the Residual Group), there were different rates of dearness allowances for different categories of employees but these were not fixed and depended upon the discretion of the management. Nowhere was the dearness allowance linked with the Consumer Price Index Number. It was also noticed that in none of the units paying a separate dearness allowance, the benefit was available to all employees. It was restricted to only a few categories such as monthly-rated employees, managerial and clerical workers, production workers and watch and ward employees only, etc.

### 3.4.2. *House Rent Allowance*

The practice of paying house rent allowance to workers existed in hardly 9 per cent. of the mica factories, representing about 21 per cent. of the large and 4 per cent. of small units. As against 9 per cent. of the factories paying house rent allowance in Bihar, the corresponding percentage for the Residual Group was about 14. In Andhra Pradesh, none of the factories surveyed reported payment of this allowance. The categories of workers who were eligible for house rent allowance differed from unit to unit and the conditions for payments depended on management's discretion in most of the cases. House rent allowance was generally paid to professional, technical, administrative and clerical employees. The rate of payment also varied from factory to factory and even in the same factory from one category of employees to another. However, the monthly rate of house rent allowance ranged from Rs. 5 to Rs. 60. In one large factory in Bihar, all except daily-rated employees were getting house rent allowance at the uniform rate of 5 per cent. of their basic pay. Since the benefit was not wide-spread, the impact it had on average daily earnings was almost nil at the all-India level.

### 3.4.3. *Transport or Conveyance Allowance*

The Survey results show that transport or conveyance allowance was being paid in only one of the large factories covered in the Residual Group, representing about 14 per cent. of the factories in that Centre and hardly one per cent. of those in the whole Industry. In this unit, only two employees (one production worker and the other watch and ward employee) were getting Rs. 30 and Rs. 25 per month, respectively, as transport allowance, in accordance with the terms and conditions of their employment. Naturally, the incidence of this allowance was negligible in the average daily earnings of all workers.

### 3.4.4. *Other Cash Allowances*

Payments of some cash allowances were reported from only two large factories, one each in Bihar and the Residual Group, which to-

other comprised about 2 per cent. of all units in the Industry. In the factory in Bihar, an *ad hoc* payment of Rs. 10 per month was being made to all monthly-rated employees without any condition.

In the unit in Residual Group watch and ward employees were receiving Rs. 5 per month as Fuel Allowance at the discretion of the management. Since the earnings on account of these allowances are insignificant, they were not reflected at the all-India level.

## i. Bonuses

Profit-sharing bonus or festival bonus was not being paid to workers in any of the mica factories covered during the course of the Survey. The practice of paying annual bonus, mostly under the Payment of Bonus Act, 1965, was, however, wide-spread. Schemes for the payment of attendance bonus also existed in a vast majority of the factories in Bihar and a few units in this Centre reported some other bonus payments as well. Details of various bonuses paid are discussed below.

### 3.5.1. Annual Bonus

At the time of the Labour Investigation Committee's enquiry (1944-45), annual bonus was paid in mica factories in Madras only. In contrast to this, when the present Survey was conducted, payment of annual bonus to employees was reported from about 92 per cent. of the mica factories in the country, comprising all units in Andhra Pradesh and Residual Group and nearly 91 per cent. of those in Bihar. The proportion of large factories paying this bonus was 93.5 per cent. and of small ones, 92 per cent. Everywhere, the schemes were regular and in about 94 per cent. of the cases these had been framed under the Payment of Bonus Act, 1965. Consequently, in these units the rate of bonus payment was 4 per cent. of wages earned by an employee in an accounting year or Rs. 40, whichever is higher, irrespective of there being profits or not. All employees were covered under the schemes and the qualifying condition for bonus payment was a minimum of 30 days' service in a year, as laid down in the Act. Of the remaining 6 per cent. factories paying annual bonus, in 3 per cent., consisting of one small unit in Bihar, a scheme had been framed in 1957 as a result of an agreement between management and employees. It covered only clerical workers, each of whom was paid one month's basic pay plus dearness allowance as annual bonus, provided he had put in more than 3 months' service in that year. In the other 3 per cent. factories, representing one large and three small units in Andhra Pradesh, annual bonus was being paid to the employees under schemes framed voluntarily by the managements. In these factories, either all workers or only permanent employees were paid bonus at varying rates which were 10 per cent. or 20 per cent. of the total wages earned during the year or one month's or two months' wages. The conditions attached to the payment of bonus were also different, ranging from 30 days' or 240 days' service in the year. In one unit, there was no condition at all. The mode of payment was everywhere cash.

### 3.5.2. *Attendance Bonus*

A scheme for the payment of attendance bonus to employees was in operation in about 93 per cent. of the mica factories in Bihar only, consisting of all large and about 92 per cent. of the small units in that Centre. At the all-India level, they represented 83 per cent. of mica factories. The scheme had provision for payment of monthly attendance bonus and also for quarterly attendance bonus. Monthly attendance bonus was payable to production workers only, if they had put in at least 21 days' attendance in the month. The rate of payment was  $12\frac{1}{2}$  per cent of total basic wages (i.e., excluding Sunday wages of Re. 0.31 per day) earned during the month. Quarterly attendance bonus was paid to production workers as well as all other employees who were, generally, monthly-paid. Production workers received it at a flat rate of Rs. 6 per quarter provided they had a minimum of 65 days' attendance during the quarter. Other employees were paid quarterly attendance bonus equal to one-fourth of their total basic earnings during the quarter.

### 3.5.3. *Other Bonuses*

Four large factories and one small factory in Bihar together comprising about 11 per cent. of the units in that Centre and nearly one-tenth of those in the whole Industry, reported payments of some other bonuses as well. In one of these large units, in addition to bonus under the Payment of Bonus Act, one month's pay in the year was being paid as bonus, at the management's discretion, to only the Manager, one clerk and two Sardars. No conditions were attached to its payment. In two other large factories, bonus was being paid to administrative, executive, professional, clerical and watch and ward employees in terms of an award. The rate of payment was one month's salary in a year and the condition attached was 240 days' service in the year. In the remaining one large unit, a regular scheme for bonus payment had been introduced by the management in 1950 under which all monthly-rated employees received two months' total earnings as yearly bonus provided they had 240 days' service in that year. The management of the small factory also had voluntarily started a bonus scheme in 1961 according to which all monthly-paid staff members were paid one month's pay as bonus in a year on the condition of completing 240 days' service in that year.

### 3.6. *Fines and Deductions*

In 1944-45, the Labour Investigation Committee had remarked that "the Payment of Wages Act does not apply to mica factories with the result that there is a great confusion of accounts and illegal deductions are often made with impunity".

At the time of the present Survey, there was no practice of imposing fines on the workers in mica factories in the country. Deductions from workers' wages were, however, made in about 72 per cent. of the factories but everywhere they were in conformity with

the Payment of Wages Act, 1936. As against all units making deductions in the Residual Group, the corresponding percentages for Bihar and Andhra Pradesh were about 72 and 63. Prescribed deductions registers were, however, maintained in about 98 per cent. of the units making deductions.

### *3.7. Control Over Payment of Wages to Contract Labour*

As stated elsewhere in this Report, only one large factory in the Residual Group employed 23 workers through contractors, all of whom were time-rated. The management of this unit was keeping a check over the payment of wages to these contract workers by seeing and verifying the payment sheets before payment was actually made.

## CHAPTER IV

### WORKING CONDITIONS

Working conditions obtaining in industries in India have along attracted the attention of the Government of India as well the State Governments. As a result, significant improvements in the conditions of work owe a good deal to the legislative enactments particularly the Factories Act, 1948. The following paragraphs describe the state of working conditions in mica factories in the country as observed at the time of the present Survey.

#### 4.1. *Shifts*

At the time of the Labour Investigation Committee's enquiry in 1944-45, the practice in mica factories was to work only one shift in the day. The position has not changed since then and the results of the present Survey have also shown that with the exception of one large factory in the Residual Group which worked three shifts all others (i.e., 99.5 per cent.) were working single shift only which was invariably during the day. The large unit working three shifts had a night shift\* but there was no regular system of change over of night shift workers in the unit. The workers working in the night shift were not provided any amenity like free tea etc. nor was any night shift allowance paid to them. However, their working hours were 6½ only as against 8 hours worked by the day shift workers.

#### 4.2. *Hours of Work*

According to the Labour Investigation Committee, the hours of work in mica factories in Madras, Bihar and Rajasthan† were 8, 9 and 10 per day, respectively, during 1944-45. In none of the mica factories visited during the course of the present Survey, the hours of work exceeded the statutory limits of 9 per day and 48 per week. In fact, in about 32 per cent. of the mica factories in the country (all of which were located in Bihar), the daily hours

\*For purposes of the present Survey, a night shift was defined as the one whose majority of working hours fell between 10 P. M. and 6 A. M.

† Now a part of Rajasthan.

of work were either 7 or  $7\frac{1}{2}$  only and the weekly hours were 42 or 45. Details are presented in Statement 4.1.

STATEMENT 4.1  
*Daily Hours of Work*  
(1969)

Centre	Total Number of Factories	Estimated Percentage of Factories where Daily Hours of Work for Majority of Adult Workers were		
		7 Hours	$7\frac{1}{2}$ Hours	More than $7\frac{1}{2}$ and up- to 8 Hours
1	2	3	4	5
1. Andhra Pradesh .. .. .	17	—	—	100·0
Large Factories .. .. .	3	—	—	100·0
Small Factories .. .. .	14	—	—	100·0
2. Bihar .. .. .	192	1·9	34·3	63·8
Large Factories .. .. .	52	7·1	28·6	64·3
Small Factories .. .. .	140	—	36·4	63·6
3. Residual .. .. .	7	—	—	100·0
Large Factories .. .. .	2	—	—	100·0
Small Factories .. .. .	5	—	—	100·0
4. All-India .. .. .	216	1·7	30·5	67·8
Large Factories .. .. .	57	6·5	26·1	67·4
Small Factories .. .. .	159	—	32·0	68·0

As already mentioned in the preceding para, there was only a single unit having night shift. In that unit, the night shift hours were  $6\frac{1}{2}$  only as against 8 hours worked by the day shift workers.

As regards the practice prevailing in the Industry in respect of spread-over and periods of rest-interval, the data collected appear in Statement 4.2.

STATEMENT 4.2  
*Estimated Percentage Distribution of Mica Factories According to  
Duration of Spread-over and Rest Intervals, etc.*  
(1969)

Centre	Total Number of Fac- tories	Percentage of Factories Where the Duration of Spread-over was			
		8 Hours	$8\frac{1}{2}$ Hours	9 Hours	$9\frac{1}{2}$ Hours
1	2	3	4	5	6
1. Andhra Pradesh .. .. .	17	—	—	17·6	82·4
Large Factories .. .. .	3	—	—	100·0	—
Small Factories .. .. .	14	—	—	—	100·0
2. Bihar .. .. .	192	15·7	84·3	—	—
Large Factories .. .. .	52	21·4	78·6	—	—
Small Factories .. .. .	140	13·6	86·4	—	—
3. Residual .. .. .	7	—	38·1	61·9	—
Large Factories .. .. .	2	—	50·0	50·0	—
Small Factories .. .. .	5	—	33·4	66·6	—
4. All-India .. .. .	216	14·0	76·1	3·4	6·5
Large Factories .. .. .	57	19·5	73·5	7·0	—
Small Factories .. .. .	159	12·0	77·1	2·1	8·8

STATEMENT 4.2—*contd.*

Centre	Percentage of Factories where Rest Interval was of				Factories where no Rest Interval was given
	$\frac{1}{2}$ Hour	More than $\frac{1}{2}$ Hour but less than 1 Hour	1 Hour	$1\frac{1}{2}$ Hours	
1	7	8	9	10	11
1. Andhra Pradesh .. ..	..	..	17.6	82.4	..
Large Factories .. ..	..	..	100.0	—	..
Small Factories .. ..	..	..	—	100.0	..
2. Bihar .. ..	51.9	8.6	30.9	—	8.6
Large Factories .. ..	57.2	7.1	28.6	—	7.1
Small Factories .. ..	50.0	9.1	31.8	—	9.1
3. Residual .. ..	38.1	—	61.9	—	—
Large Factories .. ..	50.0	—	50.0	—	—
Small Factories .. ..	33.4	—	66.6	—	—
4. All-India .. ..	47.4	7.6	30.9	6.5	7.6
Large Factories .. ..	53.9	6.5	33.1	—	6.5
Small Factories .. ..	45.1	8.0	30.1	8.8	8.0

In a vast majority (about 76 per cent.) of mica factories in the country, the duration of spread-over was  $8\frac{1}{2}$  hours. As regards rest-interval, a majority of the factories (i.e., about 86 per cent.) allowed the same for one hour or less. In Andhra Pradesh, however, the duration of rest interval was  $1\frac{1}{2}$  hours in as many as about 82 per cent. of the factories. The Survey has also revealed that about 8 per cent. of the units in the country, all of which were located in Bihar, were violating the law as they did not permit any rest-interval to the workers. Except one small unit in Bihar (about 3 per cent of the total), everywhere else timings were strictly observed.

In the large factory in Residual Group which had a night shift, the spread-over of the night shift was 7 hours with half an hour interval for rest.

The hours of work for contract labour, which was employed in only one large unit in the Residual Group, were the same as for direct labour, viz., 8 per day.

#### 4.3. Dust and Fumes

No problem of fumes, vapours or gases was reported in any of the mica factories visited during the course of the Survey.

Some dust was, however, caused at the time of screening small flakes of mica from mica powder. This process was noticed in about 14 per cent. of the factories, comprising nearly one-fifth of large and 12 per cent. of small units. The proportion of factories in different Centres where the dusty process of mica screening was carried on was about 54 per cent. in Andhra Pradesh, nearly 11 per cent. in Bihar and 14 per cent. in the Residual Group. Protective measures against the dust hazard had been adopted in all such

factories in Andhra Pradesh and the Residual Group and about half of such units in Bihar, which together constituted about two-thirds of the units having the dusty process. All the units adopting protective measures had isolated the dusty process from other processes. In addition, local exhaust ventilation had been provided in about 43 per cent. of such factories, general exhaust system had been installed in nearly 13 per cent. and protective equipment like dust masks or simple pieces of cloth had been provided to workers in another 43 per cent. of the factories. In factories where no protective measure, whatsoever, had been adopted, some female workers engaged on the dusty process were seen covering their mouth and nose with a corner of their *dhoti*.

House-keeping i.e., dusting, cleaning and arrangement of articles, was good or average in about 79 per cent. of the units having dusty process and unsatisfactory in the rest.

#### 4.4. Seating Arrangements

Under the Factories Act, 1948, it is obligatory on the part of managements to make suitable arrangements for sitting for all such workers as are obliged to work in a standing position so that they may take advantage of any opportunity for rest which may occur in the course of their work. The Survey results show that some workers were obliged to work in a standing position in only about 12 per cent. of the mica factories in the country, consisting of nearly 9 per cent. of the units in Andhra Pradesh, 12 per cent. in Bihar and 14 per cent. in the Residual Group. In about 96 per cent. of these factories, adequate seating arrangements had been made by the management for all such workers as were obliged to work in a standing position. The solitary case of default in this regard was a large factory in the Residual Group. In this unit, the only reason advanced by the management for non-provision of seats was that the workers' efficiency would suffer if seats were provided.

#### 4.5. Conservancy

The Labour Investigation Committee had reported in 1944-45 that in large mica factories in Bihar and Rajputana\*, sanitary privies for men and women separately had been provided but, even then, the workers preferred to go out into the open for calls of nature because it gave them respite and relaxation. In Madras, however, latrines and urinals had not been provided except in one unit. The position has changed since then. The Factories Act, 1948, made it obligatory for every factory to maintain an adequate number of latrines and urinals for the use of workers, separately for men and women.

It was found during the course of the present Survey that latrines had been provided by the managements in about 93 per cent. of the mica factories in the country, comprising about 95 per cent. small and 87 per cent. large units. Centre-wise details show that latrines existed in all the units in the Residual Group and about 93 per cent. each in Andhra Pradesh and Bihar. The

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\*Now a part of Rajasthan.



latrines were of water-borne sewer or septic tank type in as many as about 74 per cent. of the factories providing them. In another 23 per cent. of the units (none of which was in the Residual Group) the latrines were of dry type with a bore hole or pan. In the remaining 3 per cent. of the factories, made up of only one small unit in Bihar, some of the latrines were dry and some had water-borne sewer. The number of latrines provided was adequate in about 82 per cent. of the factories having them but inadequate in the rest. Almost all the latrines were of permanent construction having plastered or tarred walls and impervious floors. In 90 per cent. of the cases, the latrines had been properly screened to afford privacy but taps in or near the latrines had been provided in only about 70 per cent. of the units providing latrines.

Of the factories providing latrines, about 37 per cent. employed women. However, separate arrangements for women had been made in only about 70 per cent. of these.

The position about the provision of urinals was not so good as this facility reportedly existed in only about 56 per cent. of the mica factories in the country, comprising nearly 58 per cent. of the units in Bihar, 18 per cent. in Andhra Pradesh and 86 per cent. in the Residual Group. At the all-India level, urinals existed in about 92 per cent. of the large factories as against 43 per cent. of small ones. In about 89 per cent. of the factories having urinals, they were of permanent construction but in 11 per cent. (all small units in Bihar) the construction was temporary. All the urinals had impervious floors and about 95 per cent. had plastered or tarred walls. They had been properly screened in only about 47 per cent. of the factories having them.

Of the units having urinal facility, about 43 per cent. employed women and separate arrangement for women employees existed in nearly 85 per cent. of them.

The condition of privies was observed to be clean in 87 per cent. of the factories but unsatisfactory in the rest.

#### *4.6. Leave and Holidays with Pay*

At the time of Labour Investigation Committee's enquiry (1944-45), mica workers in the country were given practically no leave and holidays with pay. Sunday was, however, observed as an unpaid holiday for all workers, except when a festival fell during the week, in which event, Sunday was worked in lieu of the festival day. Since then, there has been considerable improvement in this direction. The Factories Act, 1948, requires all factories to grant annual leave (i.e., earned leave) with pay to the employees as a statutory obligation. All other types of leave facilities have generally come into vogue either as a result of mutual agreements between the employers and the employees or as a consequence of adjudication awards. Some of the State Governments have also passed laws for the grant of paid national and festival holidays to persons employed in industrial establishments. Statement 4.3 shows the types of leave and holidays with pay that workers in mica factories in the country were enjoying at the time of the present Survey.

**STATEMENT 4.3**  
**Estimated Percentage of Mica Factories Granting Various Types of**  
**Leave and Holidays with Pay**  
**(1969)**

Centre		Total Number of Factories	Percentage of Factories Granting			
			Earned Leave	Casual Leave	Sick Leave	National and Festival Holidays
1		2	3	4	5	6
1. Andhra Pradesh	.. ..	17	100.0	8.8	—	100.0
Large Factories	.. ..	3	100.0	50.0	—	100.0
Small Factories	.. ..	14	100.0	—	—	100.0
2. Bihar	.. ..	192	9.1	30.1	17.6	100.0
Large Factories	.. ..	52	21.4	50.0	28.6	100.0
Small Factories	.. ..	140	4.5	22.7	13.6	100.0
3. Residual	.. ..	7	76.1	76.1	—	100.0
Large Factories	.. ..	2	100.0	100.0	—	100.0
Small Factories	.. ..	5	66.6	66.6	—	100.0
4. All-India	.. ..	216	18.4	29.9	15.7	100.0
Large Factories	.. ..	57	28.3	51.8	26.1	100.0
Small Factories	.. ..	159	14.9	22.1	12.0	100.0

**4.6.1. Earned Leave**

The system of allowing earned leave with pay to workers was reported from only about 18 per cent. of the mica factories in the country. It is reported that in the remaining 82 per cent. of the units, workers were paid wages in lieu of the leave earned by them. In the factories where earned leave was given to employees, the management generally followed the provisions of the Factories Act regarding the period of leave, qualifying conditions and the rate of payment.

With a view to assessing the extent to which the workers had actually availed of the benefit of earned leave during 1968, data were collected in respect of such workers during the course of the Survey. The findings appear in Statement 4.4.

**STATEMENT 4.4**  
**Estimated Distribution of Workers Granted Earned Leave with Pay**  
**During**  
**1968**

Centre		Average Daily Number of Workers Em- ployed (1968)	Number of Workers who availed leave	Percentage of Wor- kers who availed leave to the total employed
1		2	3	4
1. Andhra Pradesh	.. ..	930	493	53.0
Large Factories	.. ..	652	308	47.2
Small Factories	.. ..	278	185	66.5
2. Bihar	.. ..	13,039	1,179	9.0
Large Factories	.. ..	8,171	1,099	13.5
Small Factories	.. ..	4,868	80	1.6
3. Residual	.. ..	404	289	71.5
Large Factories	.. ..	178	143	80.3
Small Factories	.. ..	226	146	64.6
4. All-India	.. ..	14,373	1,960	13.6
Large Factories	.. ..	9,001	1,550	17.2
Small Factories	.. ..	5,372	410	7.6

STATEMENT 4.4—*contd.*

Centre	Distribution of Workers who Availed Leave						
	Upto 5 days	Over 5 and up to 10 days	Over 10 and up to 15 days	Over 15 and up to 20 days	Over 20 and up to 25 days	Over 25 and up to 30 days	Over 30 days
1	5	6	7	8	9	10	11
1. Andhra Pradesh	15.7	11.3	62.4	5.4	1.1	3.5	0.6
Large Factories	4.2	11.3	71.6	7.1	1.6	4.2	—
Small Factories	35.0	11.4	47.2	2.4	—	2.4	1.6
2. Bihar ..	41.1	26.8	20.6	7.1	1.8	2.5	—
Large Factories	44.1	27.6	18.2	5.4	2.0	2.6	—
Small Factories	—	15.4	53.8	30.8	—	—	—
3. Residual ..	10.2	11.5	57.8	3.8	8.8	2.1	5.6
Large Factories	9.1	16.1	63.6	3.5	4.9	1.4	1.4
Small Factories	11.3	7.0	52.1	4.2	12.6	2.8	9.8
4. All-India ..	30.2	20.6	36.6	6.2	2.7	2.7	1.0
Large Factories	32.9	23.3	33.0	5.6	2.2	2.8	0.1
Small Factories	19.7	10.6	50.2	8.6	1.5	2.1	4.2

The proportion of workers who availed earned leave during 1968 varied from 9 per cent. in Bihar to about 72 per cent. in the Residual Group. For Andhra Pradesh, the corresponding figure was nearly 53. In the industry, as a whole, only about 14 per cent. of the workers (consisting of nearly 17 per cent. in large and 8 per cent. in small factories) had actually availed the benefit. As regards the duration of leave availed, an overwhelming majority of workers (i.e., about 87 per cent.) were on earned leave up to 15 days in the year.

#### 4.6.2. Casual Leave

Workers in about 30 per cent. of the mica factories in the country were allowed the benefit of casual leave with pay (Statement 4.3). The facility existed in about 52 per cent. of the large units as against 22 per cent. of small ones. The practice was more common in the Residual Group of factories (about 76 per cent.) as compared to Bihar (30 per cent.) and Andhra Pradesh (hardly 9 per cent.).

Of the factories granting casual leave, in about 42 per cent. all employees could avail of this facility, whereas in the remaining 58 per cent. (all of them located in Bihar and the Residual Group), it was restricted to certain categories of employees only, such as, clerical and managerial staff, permanent or regular employees of the factory, all except production workers, monthly-paid employees, etc. Generally, there were no qualifying conditions for the grant of casual leave. However, in a few cases, it was admissible only on completion of six months' or 240 days' service.

The duration of casual leave permissible was up to 10 days in a year in about 70 per cent. of the units having this facility, 11 to 15 days in 24 per cent. and 16 days and over in the rest (i.e. 6 per cent.). Full consolidated wages or basic pay and allowances, as the case might be, were payable for the period of casual leave in all the units.

#### 4.6.3. Sick Leave

During the course of the Survey, information regarding sick leave was collected from those units only where the sick leave facility was being granted by the managements irrespective of the fact whether they were covered under the Employees' State Insurance Scheme or not. On the basis of the results of the present Survey, it has been estimated that only about 16 per cent. of the mica factories in the country (26 per cent. large and 12 per cent. small), were granted sick leave with pay to their employees, which was between 11 to 15 days in a year in all cases. All these units were located in Bihar (Statement 4.3). The practice of allowing sick leave was altogether non-existent in factories in Andhra Pradesh and the Residual Group. The benefit of sick leave was available to all workers in 70 per cent. of the units and to certain categories such as, monthly-rated workers, permanent employees, all except production workers, etc., in the remaining 30 per cent. Full normal wages were payable to the employees for the leave period in all the factories giving this facility and no conditions were attached for the grant of sick leave in any of them.

#### 4.6.4. National and Festival Holidays

The practice of granting national and/or festival holidays with pay was universal in mica factories in the country as all the units surveyed were allowing such holidays (Statement 4.3). In about 86 per cent. of the units, the benefit was available to all categories of workers while in the remaining 14 per cent. (all of which were located in Bihar) national and festival holidays with pay were allowed to only monthly-rated or permanent employees and to others they were without pay.

In a majority of the units (about 73 per cent., all of which were in Bihar), the number of national and/or festival holidays was up to 5 only in a year. This number was from 6 to 10 in about one-fifth of the factories, 11 to 15 in 6 per cent. and 16 and above in the remaining one per cent. Payment for these holidays was everywhere made at full rates and generally, no conditions were insisted upon for claiming pay for such holidays. However, in a few cases, attendance on the preceding and succeeding days was necessary.

#### 4.7. Weekly-off

The Survey results show that all mica factories in the country were complying with the provision of the Factories Act regarding the grant of a weekly day of rest to the workers. A note-worthy feature of the Industry was that, despite the absence of any legal binding, about 98 per cent. of the units were allowing weekly-offs with pay. The remaining 2 per cent. of the factories where weekly-off was given without pay, were all small units located in Andhra Pradesh. Of the factories giving weekly rest with pay, in about 87 per cent. it was allowed to all employees, while in the rest (i.e., 13 per cent.), the benefit of paid weekly off was restricted to other than production workers or daily-rated employees. Payment for the weekly day of rest was made at full normal rates and there were no conditions attached.

## CHAPTER V

### WELFARE AND AMENITIES

The human approach to the problems of industrial labour has been increasingly in evidence in all countries, including India, for the last few decades. Various Committees and Commissions appointed from time to time to enquire into the working conditions of industrial labour in India, have never failed to pin-point the urgency and utility of ameliorative measures for promoting the welfare of workers. Government legislation has been quick in response and the various enactments passed thereby have gone a long way in improving the lot of the working class. Besides facilities provided in compliance with the law, there are many items of welfare which some of the employers have voluntarily undertaken for the benefit of their employees. Apart from humanitarian considerations, the importance of the provision of welfare amenities has been increasingly recognised from the point of view of preservation of the efficiency of workers which, in turn, contributes to higher productivity.

During the course of the present Survey, an attempt was made to assess the extent to which the mica factories in India had actually provided welfare facilities to their workers. It was generally observed that employers in this industry lagged behind in the field of welfare and precious little had been done voluntarily. The information collected in respect of various welfare facilities, both obligatory and non-obligatory is discussed in the paragraphs which follow.

#### 5.1. *Drinking Water Facilities*

The Labour Investigation Committee had reported in 1944-45 that arrangements made for drinking water in mica factories left much to be desired. The results of the present Survey have, however, shown that suitable arrangements for the supply of drinking water within the factory premises had been made in all mica factories covered in the country. There was, however, a considerable

versity in the type of arrangements made as is evident from statement 5.1.

### STATEMENT 5.1

#### *Drinking Water Facilities Provided in Mica Factories (1969)*

Centre	Total Number of Factories	Estimated Percentage of Factories where Drinking Water Facility Existed	Estimated Percentage of Factories where water was Supplied through					Estimated Percentage of Factories having arrangements for cool water during Summer
			Water tap	Tube Well/ Wells	Earthen Pitchers	Buckets and Drums	Combination of two or more viz. water taps and earthen pitchers or earthen pitchers and buckets, drums	
1	2	3	4	5	6	7	8	9
Andhra Pradesh ..	17	100.0	27.1	—	72.9	—	—	100.0
Large Factories ..	3	100.0	50.0	—	50.0	—	—	100.0
Small Factories ..	14	100.0	22.2	—	77.8	—	—	100.0
Bihar ..	192	100.0	48.6	8.0	23.8	6.6	12.4	88.1
Large Factories ..	52	100.0	57.2	7.1	14.3	..	21.4	92.9
Small Factories ..	140	100.0	45.4	9.1	27.3	9.1	9.1	86.4
Residual ..	7	100.0	—	—	—	—	100.0	100.0
Large Factories ..	2	100.0	—	—	—	—	100.0	100.0
Small Factories ..	5	100.0	—	—	—	—	100.0	100.0
All-India ..	216	100.0	45.4	7.6	26.8	5.9	14.3	89.4
Large Factories ..	57	100.0	54.8	6.5	15.7	—	23.0	93.5
Small Factories ..	159	100.0	42.0	8.0	30.9	8.0	11.1	88.0

In a vast majority of the cases (about 84 per cent) the condition of drinking water receptacles was observed to be clean.

On hygienic grounds, the Factories Act, 1948, prohibits the location of any drinking water point within 20 feet of latrines, urinals or any washing place. In the course of the Survey it was noticed that as many as about 39 per cent. of the factories in the country comprising about 36 per cent. units in Bihar and 9 per cent. in Andhra Pradesh), had overlooked this aspect and the drinking water points were located within the prohibited distance. The proportion of all factories violating the law in this regard was 37 per cent. as against about one-fifth of the large ones.

The Factories Act also provides that every factory employing more than 250 workers should supply drinking water cooled by ice or some other effective method during the summer months. It was found that only a small percentage of mica factories in the country (about 4 per cent.) were under such an obligation. All these were large units of which two were in Bihar and one in Andhra Pradesh. It is reported that all of them had fulfilled their obligation by providing cool drinking water in summer. In addition, a large

number of other factories, even though under no statutory obligation, had also made arrangements for the supply of cool drinking water in summer and thus, in the Industry, as a whole, such arrangements existed in about 89 per cent. of the mica factories, comprising all units in Andhra Pradesh and the Residual Group and nearly 88 per cent. of those in Bihar. Of the factories supplying cool water to workers, in an overwhelming majority (about 96 per cent.), earthen pitchers had been provided for the purpose.

During the course of the Survey, information was also collected regarding the number of drinking water points in each sampled unit, and whether they were located at one place or at different places in the factory premises. The available data show that about 54 per cent. of the units (64 per cent. small and 26 per cent. large) had only one drinking water point, nearly 17 per cent. had two points each, 16 per cent. had three points each and in the rest 13 per cent., there were four or more points. In all the factories having two or more points, the same were located at different places.

### 5.2. *Washing Facilities*

Under the Factories Act, 1948, it is obligatory for every factory to provide and maintain adequate and suitable washing facilities for the use of workers, separately for men and women. The Survey results show that washing facilities existed in only about 43 per cent. of the mica factories made up of all units in the Residual Group, about 42 per cent. in Bihar and 36 per cent. in Andhra Pradesh. At the all-India level, 58 per cent. of the large factories had facilities for washing as compared to 38 per cent. of the small ones. Taps on stand pipes was the predominant arrangement inasmuch as it existed in about 82 per cent. of the units having washing facilities. Other arrangements were in the shape of wash basins with taps, (about 6 per cent.) troughs with taps or jets (about, 4 per cent.) and water stored in receptacles (about 2 per cent.). The remaining about 8 per cent. of the factories had a combination of one or more of the aforesaid arrangements. Nearly 61 per cent. of the factories providing washing facilities supplied some cleansing material also, which was generally soap.

Hardly 16 per cent. of the factories having washing facilities employed women, and, of these, nearly four-fifths had provided separate washing places for their women employees. In this connection, it is interesting to note that whereas all such units in Bihar and Residual Group had made separate washing arrangements for women workers, in Andhra Pradesh, the position was entirely reverse. In this centre, although 50 per cent. of the factories having washing facilities employed women, none had made separate arrangements for them. In most of the cases, it was observed that washing places meant for women had not been properly screened.

### 5.3. *Bathing Facilities*

The Factories Act does not contain any specific provision relating to bathing facilities but it authorises State Governments to make rules requiring certain types of factories to provide such facilities for certain categories of employees.

The findings of the Survey are that bathing facilities existed in only four of the mica factories covered, three in Bihar (one large and two small) and one (large) in the Residual Group. Together, they constituted only about 8 per cent. of all mica factories in the country. Both the large factories employed women and separate bathing facilities for women employees had been provided in them. The condition of bath rooms where-ever provided was generally clean.

#### 5.4. *Lockers*

Mica factories in the country are not under any statutory obligation to provide lockers, and this facility was not provided in any of the units surveyed either.

#### 5.5. *Rest Shelters*

According to the findings of the Labour Investigation Committee (1944-45), no rest shelters had been provided in mica factories visited by them and the workers took their food during rest interval at the nearest street tap. With the coming into force of the Factories Act, 1948, the maintenance of rest shelters became obligatory for every factory wherein more than 150 workers were ordinarily employed. Provision of separate rest shelters for factories having canteens of the prescribed standard is, however, not obligatory.

The present Survey has revealed that hardly 8 per cent. of the mica factories in the country, comprising about 1 per cent. of the units in Bihar, about 9 per cent. in Andhra Pradesh and about 14 per cent. in the Residual Group, were under obligation to provide rest shelters as they employed more than 150 workers and did not have canteens. Nearly 45 per cent. of these had fulfilled their obligation. The compliance with the law in this regard was hundred per cent. in the Residual Group, nil in Andhra Pradesh and only about 46 per cent. in Bihar, the defaulters being three large units, two in Bihar and one in Andhra Pradesh. The reason given by one of the managements in Bihar for the non-provision of rest shelter was paucity of space in the factory, while the other stated that a rest shelter was earlier being provided but since the workers were not using it, the same has been converted into a store-room. The factory in Andhra Pradesh had not provided a rest shelter simply because the workers were going home during the lunch-break. Besides those units which were legally required to provide rest shelters, a few other factories had done so voluntarily. Thus, in the industry, as a whole, it is estimated that the percentage of factories having rest shelters was about 8, consisting of 18 per cent. of the units in Andhra Pradesh, about 14 per cent. in the Residual Group and only one per cent. in Bihar.

In nearly 47 per cent. of the mica factories providing rest shelters, the same were in conformity with the prescribed standards. In 92 per cent. they were properly lighted and ventilated and in all cases they provided adequate protection from weather. However, rest shelters were cool in only half of the cases and maintained in a tidy condition in only about 35 per cent. Some furniture had been provided inside the rest shelters in about 36 per cent. of the factories having them but drinking water facility existed in only about 9 per cent. of the rest shelters.



per cent. in the Residual Group. A note-worthy feature of this Industry was that wherever houses had been provided, they were rent free. Details about type of accommodation provided and the proportion of workers housed, etc., are set out in Statement 5.2.

### STATEMENT 5.2

*Estimated Percentage of Mica Factories Providing Houses, Type of Accommodation and Proportion of Workers Allotted Houses (1969)*

Centre		Total Number of Factories	Percentage of Factories Providing Houses	Percentage of Houses Consisting of			
				One Room	Two Rooms	Three Rooms	Four or more Rooms
1		2	3	4	5	6	7
1. Andhra Pradesh	..	17	18.0	51.0	14.4	20.4	14.2
Large Factories	..	3	50.0	52.1	12.5	20.8	14.6
Small Factories	..	14	11.1	—	100.0	—	—
2. Bihar	..	192	30.1	40.9	24.0	30.4	4.7
Large Factories	..	52	50.0	42.3	19.7	33.6	4.4
Small Factories	..	140	22.7	33.3	46.7	13.3	6.7
3. Residual	..	7	38.1	63.4	22.0	7.3	7.3
Large Factories	..	2	50.0	58.4	25.0	8.3	8.3
Small Factories	..	5	33.4	100.0	—	—	—
4. All-India	..	216	29.4	42.4	22.9	28.9	5.8
Large Factories	..	57	50.0	43.8	19.0	31.5	5.7
Small Factories	..	159	22.0	33.9	46.7	12.9	6.5

Centre		Percentage of Houses where Construction was			Total Number of Workers* Employed on the Specified Date (30-6-69)	Percentage of Workers Allotted Houses
		Pucca	Semi-Pucca	Kutchha		
1		8	9	10	11	12
1. Andhra Pradesh	..	49.0	—	51.0	986	6.0
Large Factories	..	47.9	—	52.1	710	8.0
Small Factories	..	100.0	—	—	276	0.7
2. Bihar	..	96.8	—	3.2	15,109	4.0
Large Factories	..	100.0	—	—	8,978	5.7
Small Factories	..	80.0	—	20.0	6,131	1.5
3. Residual	..	36.6	63.4	—	624	2.2
Large Factories	..	41.7	58.3	—	271	4.4
Small Factories	..	—	100.0	—	354	0.6
4. All-India	..	90.6	1.2	8.2	16,719	4.0
Large Factories	..	92.5	1.2	6.3	9,959	5.8
Small Factories	..	79.0	1.7	19.3	6,760	1.4

At the all-India level, about 42 per cent. of the houses were single-room tenements, 23 per cent. had two rooms each, 29 per cent. were three-room sets and the remaining about 6 per cent. had four or more rooms. One-room and two-room houses were, generally, allotted to production workers and watch and ward employees, whereas those having three or more rooms were meant for Clerical, managerial and professional and technical staff. About 91 per cent. of the houses were *pucca*-built, one per cent. were semi-*pucca* and the rest (i.e., about 8 per cent), were *kutchha*.

As regards the extent of this benefit, it has been estimated on the basis of the data collected, that of the total of 16,719 workers employed in mica factories on the specified date (viz., 30-6-1969) and covered under the Factories Act, only 4 per cent. had been housed by the employers.

No house-building facilities were being provided to the employees in any of the mica factories surveyed.

## 5.10. *Medical Facilities*

No medical facilities, whatsoever, had been provided by employers in mica factories in 1944-45 when the Labour Investigation Committee conducted their enquiry. The medical facilities available to workers in the mica factories at the time of the present Survey are discussed below.

### 5.10.1. *First-aid Boxes*

The Factories Act, 1948, lays down that every factory shall maintain first-aid boxes at the rate of one for every 150 workers ordinarily employed. Standards have also been prescribed regarding the items to be provided in the first-aid boxes. The law further requires that such boxes should be kept under the charge of trained first-aiders and should be easily accessible to workers during all the working hours.

The Survey shows that first-aid boxes had been provided in about 91 per cent. of all factories, comprising all units in Andhra Pradesh and Residual Group and about 90 per cent. of those in Bihar. First-aid boxes were, however, found to be deficient everywhere, containing only a few of the prescribed items such as, cotton, pair of scissors, tincture iodine, dressings and bandages, etc. Though it is mandatory that each first-aid box should be under the charge of trained first-aiders, it was found that only about 5 per cent. of the factories having first-aid boxes which were situated in Andhra Pradesh and Bihar had complied with this requirement of law. The first-aid boxes were easily accessible to workers in about 89 per cent. of the units having them.

### 5.10.2. *Ambulance Rooms*

Under the Factories Act, 1948, every factory employing more than 500 workers is required to provide and maintain an ambulance room. The rules framed by the State Governments prescribe the standard as well as equipment of such rooms. The Survey results show that only one large factory surveyed in Bihar was required by law to provide an ambulance room, but it had not fulfilled its obligation. Ambulance rooms had nowhere been provided voluntarily in this Industry.

### 5.10.3. *Hospitals and Dispensaries*

None of the mica factories visited during the course of the present Survey was having an attached hospital. A dispensary was, however, being run in one of the large factories surveyed in Bihar, which constituted about 2 per cent. of all units in that centre as well as in the Industry as a whole. The dispensary was under the charge of a full-time doctor assisted by a compounder. Apart from the above-mentioned unit, nearly 11 per cent. of all mica factories in the country (comprising 12 per cent. of the units in Bihar and 9 per cent. in

Andhra Pradesh), were having contacts with some medical practitioners for attending to their ailing employees. Thus, the arrangements for medical attention existed in nearly 13 per cent. of the units in the Industry.

### 5.11. *Transport Facilities*

The workers in mica factories in the country did not have any transport facility provided by the managements from their homes to the factory and back. Nor were any free passes being issued to workers in lieu of non-provision of this facility.

### 5.12. *Other Amenities*

The Survey has revealed that other amenities available to mica workers in the country were insignificant. Only one large factory in Andhra Pradesh, comprising about 9 per cent. of the units in that centre but less than one per cent. of those in the whole Industry, was running a grain shop where foodgrains were sold to the employees at subsidised rates. Another large factory in this centre had a co-operative store which supplied provisions and foodgrains at cheap rates. The store was receiving financial aid from the management in the shape of repayable interest-free loans. Besides, free accommodation had also been provided for the store.

A credit society was reported to be functioning in a large unit in Bihar, which represented about 2 per cent. of all factories in that Centre as well as in the entire Industry. This society was advancing loans to the employees in times of need and emergency. The loans had to be repaid in easy instalments within a period of three years and the interest charged was at the rate of 10 per cent. per annum. At the time of inception of the society, the management gave it an interest-free repayable loan of Rs. 5000.

### 5.13. *Housing Facilities*

Reporting on housing facilities in mica factories in Bihar and Madras, the Labour Investigation Committee had stated in 1944-45 that "no establishment has yet thought of providing housing accommodation to its employees." In factories in Rajputana\*, however, skilled workers brought from Kodarma and Girdih (in Bihar) had been provided some sort of housing accommodation by the management.

According to the findings of the present Survey, about 29 per cent. of the mica factories, consisting of half the large units and 22 per cent. of the small ones, were providing housing facilities to their employees. The proportion of such units in the different Centres was 18 per cent. in Andhra Pradesh, about 30 per cent. in Bihar and 38

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\* Now a part of Rajasthan.

## 5.6. Canteens

In 1944-45, when the Labour Investigation Committee conducted its enquiry, canteen facilities were altogether non-existent in mica factories. Under the Factories Act, 1948, State Governments are empowered to make Rules requiring that in any specified factory wherein more than 250 workers are ordinarily employed, a canteen conforming to the prescribed standards should be provided for the use of workers.

The Survey results show that only three large units, two in Bihar and one in Andhra Pradesh, together representing about 4 per cent. of all mica factories in the country, were under a statutory obligation to provide canteens and, of these, two factories (one each in the two centres) had respected the law, the compliance being to the extent of about 58 per cent. The facility had nowhere been provided voluntarily and thus, canteens existed in only about 2 per cent. of the factories in the country. In both the factories, only tea, coffee and snacks were served in the canteens at market rates. In the factory in Andhra Pradesh, the canteen was being run by an ex-worker of the factory who fixed the prices of articles sold in consultation with the management. There was no Canteen Managing Committee and the price list was also not displayed in the canteen. The management was giving a regular subsidy to the canteen in the form of the pay of a servant appointed to help the owner. The canteen building had also been provided free by the management. Drinking water facility existed inside the canteen but its location was bad inasmuch as it was at a considerable distance outside the factory premises and the hygienic conditions also left much to be desired. Only an average of 40 workers visited the canteen daily which constituted about 11 per cent. of the total employees in the unit. Most of the workers brought their own meals and during the rest interval they took tea at the tea stalls just outside the factory.

The canteen in the factory in Bihar was run by a contractor who fixed the prices of articles after consulting the management. The price list was not displayed and there was no Canteen Managing Committee either. Nor was there any subsidy from the management. The canteen had no drinking water facility. Its location was not satisfactory and the hygienic conditions were also bad. In fact, it was a store room-cum-small kitchen and workers had to stand outside to take tea, etc. Obviously, it was not popular with the workers and, on an average, only about 37 per cent. of the total employees of the unit visited the canteen daily.

## 5.7. Creches

With the passing of the Factories Act in 1948, it became obligatory for all factories employing more than 50 women workers to maintain a creche of the prescribed standard for the use of children, below the age of six of women workers. The findings of the present Survey have shown that only about 4 per cent. of the mica factories,

which were actually 4 large units (2 in Andhra Pradesh and one each in Bihar and Residual Group) were statutorily obliged to provide and maintain creches as they employed more than 50 women workers each. Except one unit in Andhra Pradesh, all others had complied with the law. The management of the defaulting factory in Andhra Pradesh stated that they had earlier provided a creche but as no children were brought by the female employees, the creche had since been closed down. Another large unit in Bihar, although under no obligation, had also provided creche facility on its own. Thus, on the whole, creches were being maintained in about 17 per cent. of the large units or about 5 per cent. of the mica factories in the country.

Of the factories having creches, in about 63 per cent. the creches were situated in congenial surroundings and in nearly 52 per cent. (situated in Bihar and Andhra Pradesh) the creches had toys, soap and towels besides supplying milk and biscuits, etc., to the children. Only in the factory in Andhra Pradesh, the creche building was of the prescribed standard, properly lighted and ventilated, adequately furnished and maintained in a clean and tidy condition. An *Ayah* had been appointed to look after the children in the creche in this factory. Clean clothes were also supplied to the children. In other creches mentioned above, these things were lacking. The large unit in the Residual Group having creche employed some women workers through a contractor, but the creche facility was denied to the children of such women.

### 5.8. Recreation Facilities

In the Labour Investigation Committee's report, there is no mention whatsoever of recreation facilities for mica workers. The present Survey has also revealed that such facilities were almost non-existent in mica factories as only one large unit in the Residual Group (being less than one per cent. of all units in the industry), had made arrangements for playing lawn tennis. The facility was available to all employees and it was financed through *ad hoc* contributions by the management. Besides, some religious and social functions were also organised in this factory from time to time. The administration of these recreation facilities was done directly by the employers. One small unit in the Residual Group also organised some religious functions occasionally.

### 5.9. Educational Facilities

Educational facilities for workers' children were altogether absent in this Industry as none of the mica factories covered was reported to be running any school for workers' children or paying any subsidy to some other school where children of its employees could be admitted. At the time of the Labour Investigation Committee's enquiry also, educational facilities were virtually nil.

Adult education centres were also not being run in any of the units covered during the course of the present Survey.

## CHAPTER VI

### SOCIAL SECURITY

From the workers' point of view, a matter perhaps as important as the wages he gets is the provision for his future. Prior to the attainment of Independence, factory workers in the country enjoyed social security only to a limited extent which was mainly in the shape of compensation for industrial accidents under the Workmen's Compensation Act passed by the Central Government in 1923. Women workers, in addition, were entitled to maternity benefits under State Acts. However, after Independence, there has been considerable enlargement of the scope and content of social security benefits, largely as a result of adoption of such statutory measures as the Employees' State Insurance Act, 1948, and the Employee's Provident Funds Act, 1952 and to a certain extent as a result of adjudication awards.

In the Report of the Labour Investigation Committee (1944-45), there is no mention of any social security benefits available to workers in mica factories. The following paragraphs briefly describe the benefits being enjoyed by workers in the Industry, at the time of the present Survey.

#### 6.1. *Provident Fund Schemes*

With the extension on 31st May, 1960, of the Employees' Provident Funds Act, 1952, to Mica Factories in the country, all such units in this Industry as employed 20 or more persons but less than 50 and had completed 5 years of their existence, or those which employed 50 or more persons and had completed 3 years of their existence, were required to institute provident funds for the benefit of their employees. The Survey results show that about 72 per cent. of the mica factories in the country were under statutory obligation to set up provident funds and all of them had complied with the law. In addition, one small unit in Bihar, although not under any legal obligation had also introduced a provident fund scheme for its employees. Thus, in the Industry, as a whole, provident fund schemes were in existence in about three-fourths of the mica factories. In all these units, the provident funds had been set up under the Employees' Provident Funds Scheme framed by the Government of India in 1952 and, consequently, the rate of contribution, employees covered and conditions of eligibility, etc., were the same as laid down in the scheme.

An estimated number of about 4.5 thousand workers in mica factories, i.e., about 27 per cent. of the total, were members of provident fund schemes as on 30th June, 1969. Details about the percentage of factories having provident fund schemes, etc., in different centres appear in Statement 6.1.

## STATEMENT 6.1

*Estimated Percentage of Mica Factories having Provident Fund Schemes, Membership, etc.*  
(1969)

Centre	Total Number of Factories	Percent- age of Factories under Statutory Obliga- tion to Institute Provident Fund Schemes	Percent- age of Factories having Employees' Provident Fund Schemes (out of Col. 3)	Percent- age of Factories having Employees' Provident Fund Schemes Whether Obligatory or not	Total Number of Workers* as on 30-6-69	Percent- age of Workers who were members of Provident Fund Schemes (out of Col. 6)
1	2	3	4	5	6	7
1. Andhra Pradesh ..	17	63.4	100.0	63.4	986	51.7
Large Factories ..	3	100.0	100.0	100.0	710	45.6
Small Factories ..	14	55.6	100.0	55.6	276	67.4
2. Bihar ..	192	71.6	100.0	74.9	15,109	24.1
Large Factories ..	52	92.9	100.0	92.9	8,978	33.6
Small Factories ..	140	63.6	100.0	68.2	6,131	10.1
3. Residual ..	7	100.0	100.0	100.0	624	53.2
Large Factories ..	2	100.0	100.0	100.0	271	56.5
Small Factories ..	5	100.0	100.0	100.0	353	50.7
4. All-India ..	216	71.8	100.0	74.8	16,719	26.8
Large Factories ..	57	93.5	100.0	93.5	9,959	35.1
Small Factories ..	159	64.1	100.0	68.1	6,760	14.6

\* Covered under the Factories Act, 1948.

## 6.2. Pension Schemes

In none of the mica factories covered during the course of the present Survey, any pension scheme was reported to be in operation for the workers.

## 6.3. Gratuity Schemes

Schemes for payment of gratuity were reported from only about 5 per cent. of all units in the Industry, comprising 18 per cent. of the units in Andhra Pradesh and about 4 per cent. in Bihar. At the all-India level, gratuity schemes existed in about 16 per cent. of the large units as against only about one per cent. of the small ones. In about 71 per cent. of the factories having gratuity schemes, gratuity was payable on death, retirement and termination of service by employer on grounds other than misconduct. In 15 per cent. it was paid on death and termination of service by employer and in the remaining 14 per cent., on termination of service only. Nowhere gratuity was payable in case of resignation. Gratuity schemes were regular in about 85 per cent. of the factories having them and depended on the



units level, had not been reached in any of the mica factories surveyed. However, at the industry-level in Bihar, three collective agreements had been concluded between 1964 and the period of the Survey and all of them related to revision of wages of mica workers in the State. Details of these agreements have already been discussed in Chapter III.

#### 7.4. Standing Orders

With the enactment of the Industrial Employment (Standing Orders) Act, 1946, it became obligatory for all factories employing 100 or more workers to frame Standing Orders for regulating such matters as classification of workers, intimation of periods and hours of work, holidays, termination of employment, redress of grievances, etc.

The Survey results show that only about 20 per cent. of the mica factories in the country, consisting of two-thirds of large and 4 per cent. of small units, were under a statutory obligation to frame Standing Orders and nearly 69 per cent. of them had respected the law. Observance or violation of the law apart, Standing Orders were actually reported to have been framed in 23 per cent. of all factories in the Industry as some of them had framed these Orders voluntarily. In all the units having Standing Orders, the same had been framed under the Industrial Employment (Standing Orders) Act, 1946, and were applicable to all employees. Everywhere, the Standing Orders were certified. Centre-wise details appear in Statement 7.3.

#### STATEMENT 7.3

*Estimated Percentage of Mica Factories where Standing Orders were Framed, etc.  
(1969)*

Centre	Number of Factories	Percentage of Factories under Statutory Obligation to Frame Standing Orders	Percentage of Factories where Standing Orders were Framed (out of Col. 3)	Percentage of Factories having Framed Standing Orders whether under Statutory Obligation or not	Percentage of Factories having Certified Standing Orders
1	2	3	4	5	6
1. Andhra Pradesh ..	17	17.6	100.0	17.6	100.0
Large Factories ..	3	100.0	100.0	100.0	100.0
Small Factories ..	14	—	—	—	—
2. Bihar ..	192	20.7	65.3	22.1	100.0
Large Factories ..	52	64.3	77.8	57.1	100.0
Small Factories ..	140	4.5	—	9.1	100.0
3. Residual ..	7	14.3	100.0	61.9	100.0
Large Factories ..	2	50.0	100.0	50.0	100.0
Small Factories ..	5	—	—	66.6	100.0
4. All-India ..	216	20.3	68.5	23.0	100.0
Large Factories ..	57	65.7	80.2	59.1	100.0
Small Factories ..	159	4.0	—	10.1	100.0

### 7.5. *Labour and Welfare Officers*

Labour and Welfare Officers in industrial establishments serve as a useful link between employers and employees and help in establishing healthy contacts between the two, besides helping the management in ensuring proper implementation of labour laws. With the enactment of the Factories Act, 1948, it has become obligatory for every factory employing 500 or more workers to appoint a Welfare Officer. The Survey has revealed that only one large factory in Bihar had an employment strength of over 500 and a Labour Officer had been duly appointed in this unit. Besides, another large factory in this Centre had voluntarily appointed a Welfare Officer. Thus, Labour Welfare Officers were functioning in about 13 per cent. of the large units in the country, or roughly 3 per cent. of all mica factories. In the factory where the Labour Officer had been appointed in compliance with the law, his duties were administrative also such as, to grant leave to workers, to look after the provident fund matters, to maintain service records, to organise the working of the Co-operative Society in the unit, to look into the grievances of employees and to hold enquiries into cases of misconduct. In the other unit, the duties of the Welfare Officer were to advise the management about implementation of the various Labour Acts, to look into the greivences of employees and to maintain labour statistics. In both the factories, the Labour/Welfare Officer was appearing before Industrial Tribunals, etc., on behalf of the management in cases of industrial disputes.

### 7.6. *Works or Joint Committees*

It was not till the enactment of the Industrial Disputes Act, 1947, that any positive step was taken by the Government of India for the setting up of Works or Joint Committees in the country. The Act empowers the appropriate Governments to prescribe that Works Committees should be constituted in every industrial establishment employing 100 or more workers. The Works/Joint Committee is charged with the responsibility of promoting measures for securing and preserving amity and good relations between the employer and his workmen.

The Survey results show that only about 20 per cent. of the mica factories in the country, comprising nearly two-thirds of the large and 4 per cent. of the small units, were under a legal binding to set up Works Committees, and of these, about two-fifths (all large), had fulfilled their obligation. Works Committees had nowhere been constituted voluntarily. Thus, in the entire Industry, such Committees were functioning in about 8 per cent. of the units, consisting of about 9 per cent. factories in Andhra Pradesh, 8 per cent. in Bihar and 14 per cent. in the Residual Group. The compliance with the law in this regard was hundred per cent. in the Residual Group, 50 per cent. in Andhra Pradesh and 37 per cent. in Bihar. The reasons advanced by the managements for not setting up Works Committees, in units where it was obligatory, were such as, the management did not feel it necessary, there was no pressure from the workers' side or the enforcement staff, works Committee was not essential as the relations between workers and management were quite cordial, etc.

Bihar alone. In 1965, of a total loss of about 24 thousand man-days, as many as about 23 thousand man-days were lost in a strike in a large mica factory in Hazaribagh (Bihar) in which 840 workers took part. The strike was in support of the workers' demand for bonus payment and for provision of certain other facilities. During 1966, about 18 hundred employees of one of the biggest units in Giridih (Bihar) struck work for 10 days to protest against the non-payment of profit bonus by the management and this accounted for the whole of the time loss in this year. In 1967, there were two major strikes in two mica factories in Bihar. One of these involved about 100 workers and resulted in the loss of nearly 3,400 man-days. The cause of the strike was dismissal of 11 temporary workers by the management. The other strike was in support of workers' demand for increase in wages and involved about 800 employees, as a result of which nearly 18,400 man-days were lost.

## 7.2. *Trade Unionism*

When the Labour Investigation Committee conducted their enquiry in 1944-45, there was only one union in mica factories in Giridih (Bihar) which claimed a membership of over 3 thousand workers. Another union was reported to be functioning in the Gudur region of the then State of Madras, with a membership of about one thousand mica workers. During the period intervening between the Committee's enquiry and the present Survey, trade unionism in this Industry has shown little signs of expansion and development. On the basis of the findings of the present Survey, it has been estimated that workers had organised themselves into trade unions in only about 27 per cent. of the mica factories in the country. Data collected further show that the development of trade unionism was uneven in different centres. For example, in Andhra Pradesh workers had not at all unionised themselves while in the Residual Group and Bihar, trade unions existed in about 38 per cent. and 29 per cent. of the factories respectively. As against nearly 54 per cent. of the large mica factories having trade unions, the corresponding percentage for the small units was only about 17 in the Industry, as a whole. Multiplicity of trade unions was not much of a problem in mica factories as about 76 per cent. of the units having trade unions had one union each, 17 per cent. had two unions each and the rest had three unions each. Trade unions, wherever functioning had been registered under the Trade Union Act, 1926 and in about 94 per cent. of the factories, some or all the unions enjoyed managements' recognition. It has been estimated that of the total of about 16.7 thousand workers employed

in the Industry on the specified date, nearly 3.9 thousand (i.e., about 23 per cent.), had enrolled themselves as members of one or other union. Details appear in Statement 7.2.

STATEMENT 7.2  
*Extent of Trade Unionism*  
(1969)

Centre		Number of Factories	Percent- age of Factories where Workers were Members of Trade Unions	Number of Workers* as on 30-6-1969	Number of Workers who were Members of Trade Unions (out of Col. 4)	Percentage of Factories where Trade Unions (some or all) were recognised
1		2	3	4	5	6
1. Andhra Pradesh	..	17	—	986	—	—
Large Factories	..	3	—	710	—	—
Small Factories	..	14	—	276	—	—
2. Bihar	..	192	28.7	15,109	3,843 (25.4)	93.3
Large Factories	..	52	57.1	8,978	2,997 (33.4)	87.5
Small Factories	..	140	18.2	6,131	846 (13.8)	100.0
3. Residual	..	7	38.1	624	84 (13.5)	100.0
Large Factories	..	2	50.0	271	43 (15.9)	100.0
Small Factories	..	5	33.4	353	41 (11.6)	100.0
4. All-India	..	216	26.8	16,719	3,927 (23.5)	93.6
Large Factories	..	57	53.9	9,959	3,040 (30.6)	87.9
Small Factories	..	159	17.1	6,760	887 (13.1)	100.0

\* Covered under the Factories Act, 1948.

NOTE—Figures within brackets in col. 5 are percentages of workers who were members of trade unions to the total number of workers given in col. 4.

The most important activity of trade unions was securing of claims of their members under the various labour laws, since all the unions were engaged in this. In addition, one in every five unions was organising some welfare activities. However, the fields of recreation and adult education had not at all attracted the attention of trade unions in this Industry nor was any union providing financial relief to its members in distress.

### 7.3. Collective Agreements

Information on collective agreements concluded between employers and workers in the sampled units since 1964 was collected during the course of the Survey. It was found that such agreements, at the

management's discretion in the rest. However, in all the factories, the gratuity was payable to all categories of employees, and the rate of payment was also the same everywhere, viz., 15 days' wages for each completed year of service. In one large factory in Bihar, as a result of an agreement between the management and the workers' union, daily-rated employees were also entitled to gratuity payment provided they had put in more than 15 years' service. The rate of payment in the case of such employees was, however, only 5 months' consolidated earnings for the entire service. In all the factories paying gratuity, the qualifying conditions were such as permanency or a minimum of 240 days' service.

On the basis of the data collected, it has been estimated that, in all, only 2 persons received gratuity during 1968.

#### **6.4. *Maternity Benefits***

Legislation providing for payment of cash maternity benefits for certain periods before and after confinement, granting of leave and certain other facilities to women employed in factories, exists in almost all States under the various Maternity Benefit Acts passed by the State Governments. However, where the Employees' State Insurance Scheme has been made applicable, the employers are absolved of their liability under the concerned Maternity Benefit Act. Data collected during the Survey indicate that although women were employed in about 42 per cent. of the units in the country, 55 claims for payment of maternity benefits were made in 1968 in only about one-fifth of such factories and all of the them were accepted for payment by the employers.

#### **6.5. *Industrial Accidents***

The Workmen's Compensation Act, 1923, as amended from time to time, and the Employees' State Insurance Act, 1948, provide for payment of compensation to workers who are injured on account of accidents arising out of and in the course of employment. Provisions of the Workmen's Compensation Act, 1923, were applicable, at the time of the Survey, to all factories excepting those covered under the Employee's State Insurance Scheme.

During the course of the Survey, information was collected in respect of the number and nature of accidents that occurred in the sampled units during the calendar year 1968, whether they were covered under the Employees' State Insurance Scheme or not. The Survey revealed that only in one of the large factories in the Residual Group, constituting about 14 per cent. of all units in that Centre and less than one per cent. of those in the whole Industry, one worker was involved in an accident which resulted in permanent disability. The rate of accidents per thousand workers, based on the estimate of average number employed during 1968, worked out to about 2.5 in the Residual Group but it was negligible at the all-India level. Compensation to the disabled employee was paid by the Employees' State Insurance Corporation.

#### **6.6. *Occupational Diseases***

No case of occupational disease was reported from any of the mica factories covered during the course of the present Survey.

## CHAPTER VII

### INDUSTRIAL RELATIONS

During the post-war years, and particularly after Independence, considerable thought and action have been devoted to matters pertaining to the Improvement of labour-management relations. Various Acts passed by the Government of India (notably, the Industrial Disputes Act, 1947) and the State Governments have gone a long way in improving industrial relations in the country. During the present Survey, information was collected on some important aspects of industrial relations in mica factories in the country and the findings are discussed in the following paragraphs.

#### 7.1. Industrial Disputes

Data pertaining to industrial disputes in mica factories were not collected during the present Survey as the same were already available in the Labour Bureau. Such information in respect of the number of disputes in the Industry, number of workers involved and man-days lost since 1963 is given in Statement 7.1.

#### STATEMENT 7.1

*Number of Disputes Resulting in Work-Stoppages, Workers Involved and Man-days Lost in Mica Factories.*  
(1963—1968)

Year			Number of Disputes*	Number of Workers Involved	Number of Man-days Lost (in '000s)
1			2	3	4
1963	..	..	1	64	**
1964	..	..	2	1,002	2
1965	..	..	5	1,135	24
1966	..	..	3	3,629	18
1967	..	..	6	1,260	25
1968	..	..	5	1,525	6

*Source*—Indian Labour Statistics 1966 to 1969 and Indian Labour Journal—January, 1970.

\*These include both strikes and lock-outs involving 10 or more workers.

\*\*Less than 500.

More or less peaceful conditions prevailed in the Industry during the years 1963 and 1964. In 1968, the number of man-days lost declined to about 6 thousand from nearly 25 thousand in the preceding year. However, during 1965, 1966 and 1967, there was considerable loss of man-days due to industrial disputes which were confined to

In about 51 per cent. of the units having Works Committees, they consisted of an equal number of representatives of employers and workers, in 43 per cent. the employers representatives outnumbered those from workers' side and in the remaining 6 per cent., the employees' representatives were more than those of management. From the information collected, it appears that most of the Works Committees were not meeting regularly due to lack of interest on the part of both the parties. While in about 48 per cent. of the units, the Works Committees had not met even once during the calendar year 1968, in 43 per cent. the number of meetings held during this year was only up to 3. In the remaining 9 per cent. of the cases, the number of meetings held during the year was between 4 and 6. Day-to-day matters of mutual interest such as sanitation in the factory premises and cleanliness of latrines, etc. were discussed in the meetings of Works Committees and the decisions taken were implemented.

### 7.7. *Production and Other Committees*

In none of the mica factories covered during the course of the present Survey had any Production Committee, Safety Committee or Other Committee been set up.

### 7.8. *Grievance Procedure*

With the coming into force of the Industrial Employment (Standing Orders) Act, 1946, it became compulsory for all factories employing 100 or more workers to frame Standing Orders prescribing, *inter alia*, the procedure to be followed for the redress of workers' grievances. As mentioned elsewhere in this Chapter, 23 per cent. of the mica factories in the country had framed Standing Orders and thus a prescribed grievance procedure had been laid down in all such units. In other units, there was no regular procedure.

As regards the prevailing practice for the redress of workers' grievances, it was found that in small factories, the workers usually brought their complaints to the notice of the proprietor whose decision was final. In large units, particularly those having Labour or Welfare Officers, all complaints were generally looked into by these Officers or the Departmental Head, in the first instance, who could be approached either direct or through the immediate supervisors. In case the complaints were not settled at their level, they were brought to the notice of the Manager of the factory whose decision was generally final and binding. In certain cases, workers could have access to the proprietor also.

### 7.9. *Workers' Participation in Management*

The Survey has shown that no mica factory had introduced any scheme for associating workers with the management of the unit.

## CHAPTER VIII

### LABOUR COST

During the course of the Survey, information pertaining to labour cost was collected from sampled establishments in respect of employees covered under the Factories Act, 1948 and receiving less than Rs. 400 per month as wages. This was in pursuance of the decision taken by the Study Group on Wage Costs appointed by the Ministry of Labour and Employment in 1959. The enquiry pertaining to labour cost was modelled on the lines of the Study of Labour Costs in the European Industry, made by the International Labour Office in 1956, with such modifications as were considered necessary in the light of conditions obtaining in India. For instance, in view of the fact that in India wages are paid on the basis of days instead of hours, data were collected in respect of man-days instead of man-hours. Similarly, it was found in the course of the pilot enquiry, that except for a very few establishments, separate records of premium payments made for leave or holidays, or for days not worked but paid for, were not maintained and hence these were dropped as separate items and recorded under 'basic wages'. Certain additions were made in the list either on the basis of the decisions of the Study Group referred to above, or to elicit separate information on some of the items on which employers have to incur expenses under labour laws in force in the country, e.g., lay-off compensation, washing facilities, retrenchment compensation, etc.

The Survey in mica factories was launched in July, 1969, and ended in October the same year. With a view to maintaining comparability of data and ensuring uniformity, it was decided to collect information, as far as possible, for the calendar year 1968. If, however, the financial year of the establishment did not coincide with the calendar year, and it was not feasible to collect information for 1968, the field staff were asked to collect the data for the latest period of 12 months for which information was available, subject to the condition that at least six months of the reference year, i.e., 1968, were covered. The available data show that it was possible to collect information from the sampled units either for the calendar year 1968 or for a major part of it. Thus the labour cost data may be taken to relate broadly to the year 1968.



It may also be mentioned that with a view to forming a better estimate of labour cost, salaries and allowances, etc., of those persons who were employed in connection with any welfare item, amenity, etc., even though they were covered under the Factories Act and receiving less than Rs. 400 per month, were not included in the general heads "Wages", "Bonuses" and "Other Cash Payments" along with the similar amounts paid to workers who came within the scope of the Study. Expenses incurred in connection with such persons were recorded against the item for which they were employed. Similarly, the man-days worked by such persons were also excluded.

### 8.1. Labour Cost Per Man-day Worked

Data in respect of man-days worked and the corresponding wages and other earnings of workers were collected as also the expenditure incurred by employers on various welfare and social security measures subsidised services, etc., representing the cost incurred by them on labour. Based on the above, the average labour cost per man-day worked has been estimated and is given in Statement 8.1.

#### STATEMENT 8.1

#### *Estimated Labour Cost Per Man-day Worked (During 1968)*

(In Rupees)

Centro							Labour Cost per Man-day Worked
1							2
1. Andhra Pradesh	..	..	..	..	..	..	2.76
Large Factories	..	..	..	..	..	..	2.57
Small Factories	..	..	..	..	..	..	3.20
2. Bihar	..	..	..	..	..	..	2.99
Large Factories	..	..	..	..	..	..	2.94
Small Factories	..	..	..	..	..	..	3.08
3. Residual	..	..	..	..	..	..	5.43
Large Factories	..	..	..	..	..	..	4.49
Small Factories	..	..	..	..	..	..	6.21
4. All-India	..	..	..	..	..	..	3.04
Large Factories	..	..	..	..	..	..	2.94
Small Factories	..	..	..	..	..	..	3.22

During 1968, the overall labour cost per man-day worked in mica factories in the country was Rs. 3.04. It was the highest (Rs. 5.43) in the Residual Group and the lowest (Rs. 2.76) in Andhra Pradesh. The corresponding figure for Bihar was Rs. 2.99. The burden of the cost was invariably higher in small factories as compared to large ones both at the all-India and centre level.

## 8.2. Components of Labour Cost

Statement 8.2 shows the distribution of labour cost according to major heads under which the data were collected.

## STATEMENT 8.2

*Estimated Labour Cost Per Man-day Worked by Components*  
(During 1968)

(In Rupees)

Centre		Wages	Pre- mium Pay for Over- time and Late Shifts	Bonuses	Other Cash Pay- ments	Payments in Kind	Social Security Contributions	
							Obli- gatory	Non- Obli- gatory
		(a)	(b)		(c)			
1		2	3	4	5	6	7	8
1. Andhra Pradesh	..	2.36 (85.39)	—	0.21 (7.46)	* (0.08)	—	0.10 (3.48)	* (0.13)
Large Factories	..	2.21 (86.11)	—	0.14 (5.48)	—	—	0.10 (3.85)	—
Small Factories	..	2.69 (84.01)	—	0.36 (11.24)	0.01 (0.23)	—	0.09 (2.78)	0.01 (0.38)
2. Bihar	..	2.58 (86.32)	0.06 (2.18)	0.11 (3.54)	0.01 (0.27)	—	0.10 (3.24)	* (0.05)
Large Factories	..	2.47 (84.00)	0.06 (2.14)	0.10 (3.30)	0.01 (0.33)	—	0.13 (4.38)	* (0.04)
Small Factories	..	2.79 (90.36)	0.07 (2.26)	0.12 (3.98)	* (0.15)	—	0.04 (1.24)	* (0.05)
3. Residual	..	4.32 (79.54)	—	0.23 (4.17)	0.02 (0.40)	—	0.67 (12.42)	—
Large Factories	..	3.54 (78.78)	—	0.17 (3.86)	0.05 (1.08)	—	0.53 (11.73)	—
Small Factories	..	4.97 (80.00)	—	0.27 (4.35)	—	—	0.80 (12.83)	—
4. All-India	..	2.61 (85.94)	0.06 (1.96)	0.11 (3.80)	0.01 (0.26)	—	0.11 (3.68)	* (0.05)
Large Factories	..	2.47 (83.98)	0.05 (1.95)	0.10 (3.44)	0.01 (0.34)	—	0.13 (4.55)	* (0.04)
Small Factories	..	2.87 (89.21)	0.06 (1.97)	0.15 (4.39)	0.01 (0.14)	—	0.07 (2.24)	* (0.06)

\*Less than Re. 0.005.

NOTE — Figures within brackets are percentages to total. They have been calculated by taking the amounts up to four decimal places.

(a) Includes basic wage, dearness allowance, incentive bonus and attendance bonus.

(b) Includes extra payment for working on holidays.

(c) Includes house rent allowance, travelling allowance, etc., and other *ex-gratia* payments.

STATEMENT 8.2—*contd.*

(In Rupees)

Centre	Subsidies	Cost of running Welfare Centres Non-statutory	Direct Benefits	Some Other Payments Related to Labour Cost	Others	Total
	(d)	(e)	(f)	(g)		
1	9	10	11	12	13	14
1. Andhra Pradesh ..	0.09 (3.37)	—	—	* (0.09)	—	2.76 (100.00)
Large Factories ..	0.12 (4.49)	—	—	* (0.07)	—	2.57 (100.00)
Small Factories ..	0.04 (1.22)	—	—	* (0.14)	—	3.20 (100.00)
2. Bihar ..	0.12 (4.07)	—	* (0.01)	* (0.02)	0.01 (0.30)	2.99 (100.00)
Large Factories ..	0.16 (5.32)	—	* (0.02)	* (0.01)	0.01 (0.46)	2.94 (100.00)
Small Factories ..	0.06 (1.90)	—	—	* (0.04)	* (0.02)	3.08 (100.00)
3. Residual ..	0.18 (3.34)	—	—	* (0.03)	0.01 (0.10)	5.43 (100.00)
Large Factories ..	0.19 (4.24)	—	—	* (0.04)	0.01 (0.27)	4.49 (100.00)
Small Factories ..	0.17 (2.81)	—	—	* (0.01)	..	6.21 (100.00)
4. All-India ..	0.12 (4.00)	—	* (0.01)	0.01 (0.03)	0.01 (0.27)	3.04 (100.00)
Large Factories ..	0.15 (5.24)	—	0.01 (0.02)	0.01 (0.01)	0.01 (0.43)	2.94 (100.00)
Small Factories ..	0.06 (1.93)	—	—	* (0.04)	* (0.02)	3.22 (100.00)

(d) Includes expenditure on medical and health care, canteens, company housing, creches, educational and recreation services, etc.

(e) Includes direct payments made by employers to the beneficiary on occasions like birth, death, marriage, etc.

(f) Includes expenditure on recruitment, vocational training, apprenticeship, on-the-job medical services, etc.

(g) Includes expenditure on miscellaneous payments like supply of protective equipment to workers, pay of Labour/Welfare Officers, etc.

8.2.1. *Wages*

This component comprises basic wage and dearness allowance, incentive or production bonus and attendance bonus received by the employees. It was desired by the Bureau to collect data under this head in respect of the man-days worked alone, but in the course of the pilot enquiry it was found that most of the employers did not maintain separate records of payments made for the days actually worked and for leave and holiday periods. Consequently, the amount of basic wages and dearness allowance recorded included the sum paid for the days worked as well as for the days not worked but paid for.

'Wages' was the single major component of labour cost, accounting for about 86 per cent. of the total labour cost in the Industry. Its proportion to the total labour cost was almost the same in Andhra Pradesh and Bihar but in the Residual Group, it was about 80 per cent.

Statement 8.3 gives the break-up of the 'wages' cost into the various sub-groups, viz., basic earnings, production or incentive bonus and attendance bonus. It would appear that at the all-India level, about 92.5 per cent. of the cost under the item 'wages' related to basic wages and dearness allowance or consolidated wages, as the case might be Attendance bonus accounted for the remaining about 7.5 per cent. in Andhra Pradesh and the Residual Group, basic wage including dearness allowance or consolidated wages, was the only component of 'wages' cost.

### STATEMENT 8.3

#### *Estimated Break-up of 'Wages' Cost by Components (During 1968)*

(In Rupees)

Centre		Basic Wage and Dearness Allowance (or Consoli- dated Wages)	Incentive/ Production Bonus	Attendance Bonus	Total
1		2	3	4	5
1. Andhra Pradesh	..	2.36 (100.00)	—	—	2.36 (100.00)
Large Factories	..	2.21 (100.00)	—	—	2.21 (100.00)
Small Factories	..	2.69 (100.00)	—	—	2.69 (100.00)
2. Bihar	..	2.36 (91.65)	—	0.22 (8.35)	2.58 (100.00)
Large Factories	..	2.25 (91.32)	—	0.22 (8.68)	2.47 (100.00)
Small Factories	..	2.57 (92.17)	—	0.22 (7.83)	2.79 (100.00)
3. Residual	..	4.32 (100.00)	—	—	4.32 (100.00)
Large Factories	..	3.54 (100.00)	—	—	3.54 (100.00)
Small Factories	..	4.97 (100.00)	—	—	4.97 (100.00)
4. All-India	..	2.41 (92.48)	—	0.20 (7.52)	2.47 (100.00)
Large Factories	..	2.27 (92.09)	—	0.20 (7.91)	2.74 (100.00)
Small Factories	..	2.67 (93.10)	—	0.20 (6.90)	2.87 (100.00)

\*Less than Re. 0.005.

NOTE :—Figures within brackets are percent ages to the total.

### 8.2.2. *Premium Pay for Overtime and Late Shifts*

Under this group, the premium part of pay for overtime, late shifts and work on holidays was recorded. This was represented by an amount received by the workers in addition to their normal pay. For instance, if a worker received one and a half times his normal wages for overtime work, the extra amount paid to him, i.e. one-half, was recorded against this item. The normal wages were included under the group 'wages'. The cost under this item represented about 2 per cent. of the total labour cost both in Bihar and at the Industry level. No payments on this account were reported from any of the mica factories covered in Andhra Pradesh and Residual Group.

### 8.2.3. *Bonuses*

Payments made in respect of festival, annual, profit-sharing and other bonuses were recorded under this item. As shown in Statement 8.2. (Col. 4), the combined cost in respect of all such bonuses amounted to Re. 0.11 per man-day worked or about 4 per cent. of the total labour cost in the Industry, as a whole. As between the two size groups, its proportion to the total labour cost was invariably higher in small factories than in large ones.

Further break-up of such bonuses shows that annual or year-end bonus constituted about 86 per cent. of the cost on account of bonus payments while other bonuses were responsible for the remainder (i.e., about 14%). No payments in regard to festival or profit-sharing bonuses were reported in any of the mica factories surveyed.

### 8.2.4. *Other Cash Payments*

Other cash payments were those which were made regularly to the workers such as house rent allowance, transport or conveyance allowance, etc., or irregularly like fuel allowance, etc. Figures in Statement 8.2 (Col. 5) show that though such payments were being made by a few factories in all the three centres, they formed a negligible proportion of the labour cost.

### 8.2.5. *Social Security Contributions*

Information in respect of this component of labour cost was collected under two heads: (a) obligatory, i.e., those expenses which the employers were required to incur in compliance with certain labour laws, and (b) non-obligatory, i.e. those social security contributions which the employers were making on a voluntary basis without any legal compulsion. The Survey results show that the expenses on the various social security contribution amounted to Re. 0.11 per man-day worked or nearly 4 per cent. of the total labour cost. Almost

the entire cost on this account was in respect of obligatory contributions. Details about the labour cost in respect of various items of social security contributions for which data were collected are set out in Statement 8.4.

## STATEMENT 8.4

*Estimated Cost of Social Security Contributions Per Man-day Worked*  
(During 1968)

(In Rupees)

Centre	Obligatory				
	Provident Fund	Retrenchment Compensation	Compensation for lay-off	Employees' State Insurance Contributions	Maternity Benefits
1	2	3	4	5	6
1. Andhra Pradesh ..	0.09 (92.51)	—	—	—	0.01 (7.49)
Large Factories ..	0.09 (89.81)	—	—	—	0.01 (10.19)
Small Factories ..	0.09 (99.55)	—	—	—	* (0.45)
2. Bihar ..	0.10 (98.86)	* (0.41)	—	—	* (0.73)
Large Factories ..	0.13 (99.22)	—	—	—	* (0.78)
Small Factories ..	0.04 (96.87)	* (3.13)	—	—	—
3. Residual ..	0.33 (49.71)	0.31 (45.93)	—	0.03 (4.36)	—
Large Factories ..	0.21 (39.20)	0.26 (48.47)	—	0.06 (12.33)	—
Small Factories ..	0.44 (55.48)	0.36 (44.52)	—	—	—
4. All-India ..	0.10 (90.71)	0.01 (7.69)	—	* (0.71)	* (0.89)
Large Factories ..	0.13 (94.40)	* (3.51)	—	* (0.90)	* (1.19)
Small Factories ..	0.06 (78.19)	0.01 (21.81)	—	—	*

\*Less than Re. 0.005.

NOTE—Figures within brackets are percentages to total. They have been calculated by taking the amounts up to four decimal places.

STATEMENT 8.4—*contd.*

(In Rupees)

Centre	Obligatory		Non-obligatory	Total for Obligatory and non-obligatory	Percentage of Social Security Contributions to the Total Labour Cost
	Gratuity	Total			
1	7	8	9	10	11
1. Andhra Pradesh ..	—	0.10 (100.00)	*	0.10	3.61
Large Factories ..	—	0.10 (100.00)	—	0.10	3.85
Small Factories ..	—	0.09 (100.00)	0.01	0.10	3.16
2. Bihar ..	—	0.10 (100.00)	*	0.10	3.29
Large Factories ..	—	0.13 (100.00)	*	0.13	4.42
Small Factories ..	—	0.04 (100.00)	*	0.04	1.29
3. Residual —	—	0.67 (100.00)	—	0.67	12.42
Large Factories ..	—	0.53 (100.00)	—	0.53	11.73
Small Factories ..	—	0.80 (100.00)	—	0.80	12.83
4. All-India ..	—	0.11 (100.00)	*	0.11	3.73
Large Factories ..	—	0.13 (100.00)	*	0.13	4.59
Small Factories ..	—	0.07 (100.00)	*	0.07	2.30

\*Less than Re. 0.005.

NOTE—Figures within brackets are percentages to total. They have been calculated by taking the amount up to four decimal places.

At the all-India level, as much as about 91 per cent. of the labour cost on account of obligatory social security contributions was in respect of provident fund contributions alone. The next important item was retrenchment compensation which accounted for about 8 per cent. of the labour cost under this head. The remaining cost was attributable to expenses on maternity benefits and Employees' State Insurance Contributions. Some expenses were incurred in Bihar and Andhra Pradesh on non-obligatory social security contributions in respect of gratuity. However, the total cost on account of these was negligible.

8.2.6. *Subsidies*

Cost to employers for providing certain facilities and services to workers and their families was collected under this head. The facilities listed were: Medical and Health Care, Canteens, Restaurants and Other Food Services, Company Housing, Building Funds, Credit Unions and Other Financial Aid Services, Creches, Educational Services, Cultural Services (e.g., Library, Reading Rooms, etc.), Recreational Services (Clubs, Sports, etc.), Transport, Sanitation (at work places), Drinking Water Facilities, Vacation Homes, etc. The net amount spent, including depreciation but excluding any capital expenditure, was recorded. In the course of the pilot enquiry as well as earlier rounds of the Survey, it was noticed that in most of the cases, employers either did not maintain any records separately for the above-mentioned items or expenses related not only to persons falling within the scope of the Study but also to others. Hence, the field staff were asked to obtain estimates, wherever such statistics were not available separately, for the above mentioned items and/or for the employees covered by the Study only. In the latter case, estimates were made on the basis of the proportion that the employees coming under the scope of the Study formed to the total employees. Statement 8.5, gives details in respect of the cost on subsidies incurred by employers in mica factories.

STATEMENT 8.5  
*Estimated Cost of Subsidies Per Man-day Worked*  
(During 1968)

					(In Rupees)
Centre		Medical and Health Care	Canteens	Restaurant and Other Food Services	Company Housing
1		2	3	4	5
1. Andhra Pradesh	.. ..	0·02 (19·70)	* (3·88)	—	0·03 (29·92)
Large Factories	. . .	0·03 (22·51)	* (4·41)	—	0·04 (31·00)
Small Factories	. . .	—	—	—	0·01 (22·25)
2. Bihar	.. .	0·02 (13·56)	* (0·33)	—	0·07 (58·75)
Large Factories	. . .	0·02 (15·11)	* (0·32)	—	0·10 (61·46)
Small Factories	. . .	* (5·97)	—	—	0·03 (45·56)
3. Residual	.. ..	—	—	—	0·03 (17·69)
Large Factories	.. ..	—	—	—	0·07 (37·21)
Small Factories	.. ..	—	—	—	—
4. All-India	.. ..	0·02 (13·33)	* (0·41)	—	0·07 (55·72)
Large Factories	.. ..	0·02 (15·12)	* (0·58)	—	0·09 (59·31)
Small Factories	.. ..	* (5·14)	—	—	0·03 (39·49)



## STATEMENT 8.5—contd.

(In Rupees)

Centre			Credit Unions	Building Fund	Creeches	Educational Services	Cultural Services
1			6	7	8	9	10
1. Andhra Pradesh	..	..	—	—	0·01 (7·53)	—	—
Large Factories	..	..	—	—	0·01 (8·57)	—	—
Small Factories	..	..	—	—	—	—	—
2. Bihar	..	..	—	—	*	—	*
Large Factories	..	..	—	—	(2·22) 0·01 (2·69)	—	(0·24) *
Small Factories	..	..	—	—	—	—	—
3. Residual	..	..	—	—	—	—	—
Large Factories	..	..	—	—	—	—	—
Small Factories	..	..	—	—	—	—	—
4. All-India	..	..	—	—	*	—	*
Large Factories	..	..	—	—	(2·39) 0·01 (2·92)	—	(0·25) *
Small Factories	..	..	—	—	—	—	(0·26) —

(In Rupees)

Centre			Recreation Facilities	Transport	Sanitation	Drinking Water
1			11	12	13	14
1. Andhra Pradesh	..	..	—	—	0·02 (22·82)	0·01 (15·07)
Large Factories	..	..	—	—	0·03 (22·77)	0·01 (10·13)
Small Factories	..	..	—	—	0·01 (23·27)	0·02 (50·13)
2. Bihar	..	..	*	—	0·02 (13·56)	0·01 (9·78)
Large Factories	..	..	(0·25) *	—	0·02 (11·84)	0·01 (7·68)
Small Factories	..	..	(0·39) —	—	0·01 (21·67)	0·01 (19·97)
3. Residual	..	..	*	—	0·10 (54·30)	0·04 (22·55)
Large Factories	..	..	(0·06) *	—	0·08 (41·69)	0·02 (12·63)
Small Factories	..	..	(0·10) —	—	0·11 (65·79)	0·06 (31·51)
4. All-India	..	..	*	—	0·02 (15·64)	0·01 (10·53)
Large Factories	..	..	(0·25) *	—	0·02 (13·11)	0·01 (7·92)
Small Factories	..	..	(0·32) —	—	0·02 (26·80)	0·01 (22·31)

## STATEMENT 8.5—concl'd.

(In Rupees)

Centre			Washing Facilities	Vacation Homes	Total	Percentage of Subsidies to Total Labour Cost
1			15	16	17	18
1. Andhra Pradesh	..	..	*	—	0.09	3.37
			(1.08)		(100.00)	
Large Factories	..	..	*	—	0.12	4.49
			(0.61)		(100.00)	
Small Factories	..	..	*	—	0.04	1.22
			(4.35)		(100.00)	
2. Bihar	..	..	*	—	0.12	4.07
			(1.31)		(100.00)	
Large Factories	..	..	*	—	0.16	5.32
			(0.19)		(100.00)	
Small Factories	..	..	0.01	—	0.06	1.90
			(6.83)		(100.00)	
3. Residual	..	..	0.01	—	0.18	3.34
			(5.40)		(100.00)	
Large Factories	..	..	0.02	—	0.19	4.24
			(8.37)		(100.00)	
Small Factories	..	..	*	—	0.17	2.81
			(2.70)		(100.00)	
4. All-India	..	..	*	—	0.12	4.00
			(1.48)		(100.00)	
Large Factories	..	..	*	—	0.15	5.24
			(0.46)		(100.00)	
Small Factories	..	..	*	—	0.06	1.93
			(6.26)		(100.00)	

\* Less than Re. 0.005.

NOTE.—Figures within brackets are percentages to the total in Col. 18. They have been calculated by taking the amounts up to four decimal places.

The cost of subsidies per man-day worked amounted to Re. 0.12 and constituted 4 per cent. of the total labour cost in the Industry. The main item of expenditure was company housing which accounted for about 56 per cent. of the total cost on subsidies at the all-India level. Sanitation came next and formed about 16 per cent. of the total cost on subsidies. This was followed by medical and health care which comprised about 13 per cent. of the subsidy cost. Other important items of expenditure were drinking water facilities (11%), creches (2%) and washing facilities (1%).

## 8.2.7. Direct Benefits

Direct benefits are those benefits which are paid by the employers directly to the beneficiary without any intermediary or external agency on occasions like marriage, birth, death, etc. Such payments were reported in only one large factory in Bihar and they formed a negligible proportion of the labour cost.

### 8.2.8. *Some Other Payments Related to Labour Cost*

Expenses recorded under this group related to cost of recruitment, vocational training, apprenticeship and training facilities and on-the-job medical services, e.g., first-aid boxes, etc. The expenditure on this account was only Re. 0.01 per man-day worked, at the all-India level, and it pertained to on-the-job medical services only.

### 8.2.9. *Others*

Under this head, only those expenses which could not be grouped under any of the heads or sub-heads of labour cost were recorded. Statement 8.2 (Col. 13) would show that expenses under this head amounted to only Re. 0.01 per man-day worked at the entire Industry level, and represented a negligible proportion of the total labour cost. They related to the cost incurred by employers on account of pay of welfare officers, distribution of sweets on religious functions, etc.

## CHAPTER IX

### SUMMARY OF FINDINGS

Mica factories are concentrated mainly in the States of Bihar and Andhra Pradesh. In 1967, there were, in all, 271 mica factories in India with an average daily employment of about 14.4 thousand workers. Of these, Bihar and Andhra Pradesh alone accounted for about 82 and 12 per cent. of the factories and 89 and 8 per cent. of the employment respectively. The rest of the factories were located in Rajasthan and Maharashtra.

On the basis of the present Survey, it has been estimated that on the specified date, i.e., 30th June, 1969, there were about 16.8 thousand workers in mica factories, of whom only 71 were not covered under the Factories Act, 1948. The distribution of all workers according to broad occupational groups shows that about 88 per cent. were 'Production and Related Workers (including supervisory)', nearly 5 per cent. each belonged to the groups 'Clerical and Related Workers (including supervisory)' and 'Watch and Ward and Other Services' and roughly one per cent. each were 'Administrative, Executive and Managerial Personnel' and 'Professional, Technical and Related Personnel'. Child labour was entirely absent but women workers comprised about 14 per cent. of the total working force. The practice of employing contract labour was almost non-existent. With the exception of only about one per cent. of the production workers who were piece-rated, all others were paid on the basis of time. Almost all workers in the Industry were recruited directly by the managements at the factory gate itself.

The Survey results show that about 77 per cent. of the production workers in the Industry were temporary and rest were permanent. Similarly, the proportion of workers having less than one year's service as on the specified date was about 77 per cent. and only about 13 per cent. workers had to their credit a service of 10 years or more.

Based on the data collected for four months only (i.e., January, April, July and October, 1968), the overall absenteeism rate of production workers in the Industry during 1968 has been estimated to be 12 per cent. Turnover of labour was considerable, the overall rates of accessions and separations being nearly 29 and 27 respectively, during 1968.

Mica workers were, generally, being paid the minimum rates of wages fixed or revised under the Minimum Wages Act, 1948. Week was the predominant pay period in mica factories as about four-fifths of the workers were weekly-paid. Monthly-paid employees constituted about 19 per cent. of the total and the remaining workers were paid on fortnightly basis.

The average daily earnings of 'all workers' were Rs. 2.68 during June, 1969, while those of production workers, who formed the bulk

of the total working force, were Rs. 2.24. The lowest-paid production workers earned, on an average, Rs. 2.12 per day. The respective earnings of 'Professional, Technical and Related Personnel' and 'Administrative, Executive and Managerial Personnel' were Rs. 12.76 and Rs. 10.76 per day, whereas clerical and watch and ward employees earned Rs. 7.50 and Rs. 3.49 per day, respectively.

A break-up of earnings of 'all workers' has shown that they consisted entirely or almost entirely of basic earnings, i.e., basic wage and dearness allowance or consolidated wages. Only about 8 per cent. of the mica factories were paying a separate dearness allowance to their employees, mostly at flat rates. House rent allowance was being paid in about 9 per cent. of the units.

The practice of paying profit-sharing or festival bonus was altogether non-existent in this Industry, but payment of annual bonus was reported from as many as about 92 per cent. of the mica factories, mostly under the Payment of Bonus Act, 1965. Schemes for the payment of attendance bonus were in force in nearly 83 per cent. of the units, all of which were situated in Bihar.

There was no practice of imposing fines on workers. Deductions were, however, being made in about three-fourths of the factories and everywhere they were according to the law.

With the exception of one unit which had three shifts, all other mica factories were working single shift a day. The daily and weekly hours of work were nowhere more than 8 and 48 respectively. Except about 8 per cent. of the factories, which violated the law regarding an interval for rest, all other allowed a rest interval to their employees ranging from half an hour to one and a half hours.

Latrines had been provided in about 93 per cent. of the factories but urinals existed in only about 56 per cent. of the units. Except one factory, all others where workers had to work in a standing position had provided adequate seating arrangements for them in order to enable them to take rest wherever necessary.

The system of allowing earned leave with pay to workers was reported from only about 18 per cent. of the units; in the remaining 82 per cent., wages in lieu of the leave earned were paid to the workers. In the Industry, as a whole, only about 14 per cent. of the employees had actually availed the benefit of earned leave during 1968. As against 30 per cent. of the mica factories having the facility of casual leave with pay, the proportion of units allowing sick leave with pay was only about 16 per cent. The practice of granting national and/or festival holidays with pay had become universal in mica factories. All factories in the Industry were complying with the provision of the Factories Act regarding the grant of a weekly day of rest to workers.

Drinking water facilities, mostly in the form of water taps or earthen pitchers, existed in all mica factories in the country. About 89 per cent. of the factories made arrangements for the supply of cool drinking water in summer. These included all such units as were legally obliged to do so. As many as about 39 per cent. of the mica factories in the country had overlooked the provision of the Factories Act regarding the situation of drinking water points beyond 20 feet from latrines, urinals or any washing place.

Washing facilities existed in about 43 per cent. of the units and bathing facilities in approximately 8 per cent.

Nearly 45 per cent. of the factories under obligation to provide rest shelters had respected the law. Including a few others which had voluntarily provided the facility, the percentage of units having rest shelters in the whole Industry has been estimated to be about 8.

As regards canteens, only about 4 per cent. of the units were under a legal obligation to provide them and nearly 58 per cent. of these units had complied with the law. Canteens had nowhere been provided voluntarily and thus in the entire Industry, this facility existed in only about 2 per cent. of the factories.

Creches were provided in about 5 per cent. of the factories in the industry. However, of the units under a legal obligation, only about three-fourths had complied with the law.

Educational facilities had not at all been provided in mica factories and recreation facilities were also almost entirely absent.

As for medical facilities, although first-aid boxes had been kept in about 91 per cent. of the factories, they were everywhere deficient and rarely under the charge of trained first-aiders. Only one large factory was required by law to maintain an ambulance room but it failed to fulfil its obligation. Only about 2 per cent. of the units were running dispensaries.

It is estimated that about 29 per cent. of the mica factories were providing housing facilities to employees and the accommodation provided was rent-free in all cases. The benefit was, however, not expensive, as only about 4 per cent. of the total workers in the Industry had been housed by the employers.

The security against the contingency of old age which the workers in mica factories enjoy, seems to be mostly in the shape of provident funds as three in every four units had set up provident funds. In June, 1969 about 27 per cent. of the total workers in the Industry were members of the various provident fund schemes. Pension schemes were not reported from any of the units covered, while gratuity schemes were in existence in only about 5 per cent. of the mica factories.

During 1968, the rate of accidents per thousand workers employed was negligible.

Trade unionism in mica factories had not developed to any significant extent as workers had unionised themselves in only about 27 per cent. of the units in the country and nearly 23 per cent. of the workers were members thereof. Trade unions in about 94 per cent. of the units having them enjoyed managements' recognition. The main activity of unions was securing of claims of their members under the various Labour Acts.

Of the units which were under a statutory obligation to frame Standing Orders, nearly 72 per cent. had respected the law. Actually, however, Standing Orders had been framed in 23 per cent. of the mica factories as a few units had done so on their own.

Only one large unit in the entire Industry was obliged to appoint a Labour/Welfare Officer and it had done so. In all, Labour or Welfare Officers were reportedly functioning in about 3 per cent. of the mica factories in the country.

The findings of the Survey are that nearly one-fifth of the units in the Industry were legally bound to constitute Works or Joint Committees and of these, about 40 per cent. had fulfilled their obligation. Such Committees had nowhere been set up voluntarily and, therefore, in the whole Industry, only about 8 per cent. of the factories were having Works or Joint Committees.

No establishment was having any Production Committee or Safety Committee or any other type of committee. Nor was there any scheme for associating workers with the management in any of the units covered.

A regular grievance procedure for the redress of workers' day-to-day grievances had been laid down in about 23 per cent. of the mica factories in the country.

Data relating to labour cost in respect of persons covered under the Factories Act and receiving less than Rs. 400 per month show that, during 1968, the labour cost in the Industry was Rs. 3.04 per man-day worked. Wages, i.e., basic wage, dearness allowance, incentive payments and attendance bonus, constituted the main component of labour cost and accounted for nearly 86 per cent. of it. Other important components of labour cost were subsidies, bonuses and social security contributions.

Salient features of the Mica Factories in the country, as thrown up by the Survey of Labour Conditions, are presented in the following Statement 9.1.

STATEMENT 9.1  
*Salient Features of Mica Factories*

Particulars	Estimates for the industry, as a whole
1	2
I. <i>Employment (Total)</i> .. .. .	16,790
Of which Production and Related Workers .. .. .	88%
Others .. .. .	12%
Women Labour .. .. .	14%
<i>Production Workers (Total)</i> .. .. .	14,840
Of which Time-rated .. .. .	99%
Piece-rated .. .. .	1%
Employed through Contractors .. .. .	0.2%

STATEMENT 9.1—*contd.*

	1				2
<i>Production Workers Employed Directly (Total)</i>	..	..	..	..	14,817
Of which permanent workers	..	..	..	..	23%
Workers with service of 10 years and more	..	..	..	..	13%
Overall Absenteeism Rate (1968)(a)	..	..	..	..	12%
Overall Rates of { Accession (1968)(a)	..	..	..	..	29%
{ Separation (1968)(a)	..	..	..	..	27%
<b>II. Wages and Emoluments</b>					
Average daily earnings during June, 1969					
(i) All Workers	..	..	..	..	Rs. 2.08
(ii) Production Workers	..	..	..	..	Rs. 2.24
(iii) Professional, Technical and Related Personnel	..	..	..	..	Rs. 12.76
(iv) Administrative, Executive and Managerial Personnel	..	..	..	..	Rs. 10.76
(v) Clerical and Related Workers (including Supervisory)	..	..	..	..	Rs. 7.50
(iv) Watch and Ward and Other Services	..	..	..	..	Rs. 3.49
<i>Proportion of</i>					
Factories paying separate dearness allowance	..	..	..	..	8%
Factories in which the dearness allowance was linked with the Consumer Price Index Number*	..	..	..	..	Nil
Factories paying production incentive bonus	..	..	..	..	Nil
Factories paying annual bonus	..	..	..	..	92%
Factories paying festival bonus	..	..	..	..	Nil
<b>III. Hours of Work, etc.</b>					
<i>Proportion of</i>					
Factories where daily hours of work were 8 or less	..	..	..	..	100%
Factories where weekly hours of work were 48 or less	..	..	..	..	100%
Factories where spread-over was up to 9½ hours	..	..	..	..	100%
Factories which were allowing some rest-interval to workers	..	..	..	..	92%
<b>IV. Leave and Holidays with Pay</b>					
<i>Proportion of units granting</i>					
Earned leave	..	..	..	..	18%
Sick leave	..	..	..	..	16%
Casual leave	..	..	..	..	30%
National and festival holidays	..	..	..	..	100%
Weekly off	..	..	..	..	100%
<b>V. Welfare and Amenities</b>					
<i>Proportion of units providing</i>					
Seating arrangement (out of those where workers had to do work standing)	..	..	..	..	96%
Drinking water facility	..	..	..	..	100%
Washing facility	..	..	..	..	43%
Bathing facility	..	..	..	..	8%
Rest shelters	..	..	..	..	8%

@Based on four months only.

\* Out of those paying separate dearness allowance.



## STATEMENT 9.1—concl'd.

	1							2
Lockers .. .. .	..	..	..	..	..	..	..	Nil
Canteens .. .. .	..	..	..	..	..	..	..	2%
Creches .. .. .	..	..	..	..	..	..	..	5%
Latrines .. .. .	..	..	..	..	..	..	..	93%
Urinals .. .. .	..	..	..	..	..	..	..	56%
Labour/Welfare Officers .. .. .	..	..	..	..	..	..	..	3%
First-aid boxes .. .. .	..	..	..	..	..	..	..	91%
Ambulance room .. .. .	..	..	..	..	..	..	..	Nil
Recreation facilities .. .. .	..	..	..	..	..	..	..	0.5%
Educational facilities .. .. .	..	..	..	..	..	..	..	Nil
Housing facility .. .. .	..	..	..	..	..	..	..	29%
								4%*
VI. Social Security								
Proportion of units having								
Provident Fund Schemes .. .. .	..	..	..	..	..	..	..	75%
Pension schemes .. .. .	..	..	..	..	..	..	..	Nil
Gratuity schemes .. .. .	..	..	..	..	..	..	..	5%
Proportion of workers covered under Provident Fund Schemes .. .. .	..	..	..	..	..	..	..	27%
VII. Accident Rate during 1968								
Per thousand workers employed .. .. .	..	..	..	..	..	..	..	0.1
VIII. Industrial Relations								
Factories having trade unions .. .. .	..	..	..	..	..	..	..	27%
Proportion of workers who were members of trade unions .. .. .	..	..	..	..	..	..	..	24%
Units having concluded collective agreements .. .. .	..	..	..	..	..	..	..	Nil
Factories having Standing Orders .. .. .	..	..	..	..	..	..	..	23%
Factories having Works/Joint Committees .. .. .	..	..	..	..	..	..	..	8%
IX. Labour Cost <sup>1</sup>								
Labour Cost per Man-day Worked during 1968 .. .. .	..	..	..	..	..	..	..	3.04

\*Indicates percentage of workers housed.

## APPENDIX I

### *A Brief Note on the Sample Design and the Method of Estimation Adopted*

#### 1. Sample Design

For the Survey of Labour Conditions, a multi-stage sampling procedure with industry as a stratum, with further regional strata for those industries which were found to be highly concentrated in particular regions or areas, was followed. The registered factories belonging to those industries for which regional stratification was found necessary were stratified and each centre or area of high concentration was taken as a separate regional stratum of the industry and the remaining scattered factories were clubbed together into a single residual stratum. Establishments in an industry/regional stratum were arranged in a frequency distribution fashion with suitable class intervals and were divided into two size-groups, large factories and small factories, on the basis of an optimum cut-off point derived for each industry. The optimum cut-off point was so derived that if all the establishments in the upper size group were included in the sample, the results obtained would yield an estimate of over-all employment within 5 per cent. error at 95 per cent. confidence interval, and the sample size would be minimum. The optimum cut-off point varied from industry to industry. For Mica Factories it was chosen as 55 which was approximately equal to the average size of employment in the Industry.

Considering the limited resources available for the Survey and the practicability, etc., it was thought that a sample of 25 per cent. from the upper size group and 12½ per cent. from the lower size group would yield reliable results. However, the experience of earlier Surveys had shown that due to (i) non-availability of very recent frame, (ii) closures, and (iii) units changing their line of production, considerable shrinkage had occurred to the desired sample size. Hence it was decided that for taking into account such closures, etc., the required sample size for Mica Factories should be increased to allow for the above-mentioned shrinkage. Having thus inflated the sample size, substitution was done only if the extent of closures was 50 per cent. or more irrespective of the size of the sample.

The ultimate sampling units, namely registered factories, within the industry/regional stratum were arranged by contiguous States and within each State by contiguous districts in a serpentine fashion so that districts formed a continuous chain from one State to another. Having arranged the list of units in the above manner, the units above the optimum cut-off point were taken in the upper-size class and the rest in the lower-size class. From these size-groups, the required number of units were selected by systematic sampling with a random start. The frame on the basis of which the sample was selected in the case of Mica Factories was the list of registered factories for the year 1966.

## 2. Method of Estimation

In the course of the Survey, various characteristics were studied, some of which were correlated with employment whereas there were others which were not correlated with employment but with the number of establishments. Consequently, two different methods were used for working out estimates.

For estimating the totals of those characteristics which are highly correlated with employment such as labour cost, etc., ratio of total employment was used as the blowing up factor. For estimating the totals of those characteristics which are not correlated with employment such as, number of units providing certain welfare facilities, etc., the ratio of units was used as the blowing up factor. Estimates of percentages have been arrived at by computing in each case the ratio of the estimates of the totals for the two characteristics involved.

More precisely, the estimate for the total of a particular characteristic not correlated with employment in any stratum has been obtained as:—

$$X = \frac{N_u - N'_u}{n_u - n'_u} \sum_i X_{iu} + \frac{N_l - N'_l}{n_l - n'_l} \sum_i X_{il} \dots\dots\dots (i)$$

The summation extending over all the sampled units surveyed in the stratum.

Where  $X$  = the estimated total of the  $X$ —characteristic for the particular stratum.

$N_u$  and  $N_l$  = the number of units in the original population as featuring in the 1966 list, which was used as frame, in the upper and lower size groups respectively of the stratum.

$N'_u$  and  $N'_l$  = the number of units which featured in the 1966 list but were not featuring in the list relating to the period more or less coinciding with the period of the Survey in the upper and lower size-groups respectively, of the stratum.

$n_u$  and  $n_l$  = the total number of units in the sample (from 1966 list) in the upper and lower size groups respectively of the stratum.

$n'_u$  and  $n'_l$  = the number of sampled units, which were found at the time of the Survey to be closed or to have changed the line of production and hence left out in the upper and lower size groups respectively of the stratum.

$X_{iu}$  and  $X_{il}$  = the total of the characteristic  $X$  in the  $i$ th sample unit of the upper and lower size groups respectively of the stratum.

In any stratum, the estimate for the characteristic—Y correlated with employment is given by:—

$$Y = \frac{E_{N_u - N'_u}}{E_{n_u - n'_u}} \sum_i Y_{iu} + \frac{E_{N_l - N'_l}}{E_{n_l - n'_l}} \sum_i Y_{il} \dots\dots\dots (ii)$$

The summation extending over all the sampled units surveyed in the stratum.

Where Y = the estimated total of the characteristic—Y for the particular stratum.

$E_{N_u - N'_u}$  and  $E_{N_l - N'_l}$  = the total employment in 1966 in  $N_u - N'_u$  and  $N_l - N'_l$  units respectively of the stratum.

$E_{n_u - n'_u}$  and  $E_{n_l - n'_l}$  = the total employment in 1966 in  $n_u - n'_u$  and  $n_l - n'_l$  sampled units respectively of the stratum.

$Y_{iu}$  and  $Y_{il}$  = the total of characteristic Y in the  $i$ th sample unit of the upper and lower size groups respectively of the stratum.

The totals for the industry are obtained by summing up the totals obtained on the basis of the above formulae for each one of the strata of the industry.

*Published Reports on Survey of Labour Conditions*

Sl. No.	Symbol	Title of the Report	Year of Publication	Price
1	2	3	4	5
				Rs. P.
1	DLB-41/1000	Report on Survey of Labour Conditions in Silk Factories in India.	1964	5.50 or 12 Sh. 10 d. or 1 \$ 98 cents.
2	DLB-46/1000	Report on Survey of Labour Conditions in Woollen Factories in India.	1964	3.60 or 8 Sh. 5 d. or 1 \$ 30 cents.
3	DLB-45/850	Report on Survey of Labour Conditions in Agricultural Implements Factories in India.	1964	3.20 or 7 Sh. 6 d. or 1 \$ 16 cents.
4	DLB-53/1050	Report on Survey of Labour Conditions in Machine Tool Factories in India.	1965	4.20 or 9 Sh. 10 d. or 1 \$ 52 cents.
5	DLB-56/850	Report on Survey of Labour Conditions in Bicycle Factories in India.	1965	3.55 or 8 Sh. 4 d. or 1 \$ 28 cents.
6	DLB-55/900	Report on Survey of Labour Conditions in Bolts, Nuts, Nails, Springs and Chains Factories in India.	1965	3.85 or 9 Sh. or 1 \$ 39 cents.
7	DLB-69/800	Report on Survey of Labour Conditions in Electrical Machinery Factories in India.	1965	3.00 or 7 Sh. or 1 \$ 8 cents.
8	DLB-71/800	Report on Survey of Labour Conditions in Textile Machinery and Accessories Manufacturing Factories in India.	1965	2.80 or 6 Sh. 7 d. or 1 \$ 1 cent.
9	DLB-61/950	Report on Survey of Labour Conditions in Cement Factories in India.	1965	3.20 or 7 Sh. 6 d. or 1 \$ 16 cents.
10	DLB-60/800	Report on Survey of Labour Conditions in Rubber Plantations in India.	1965	4.40 or 10 Sh. 4 d. or 1 \$ 59 cents.
11	DLB-62/800	Report on Survey of Labour Conditions in Metal Extracting and Refining Factories in India.	1965	4.20 or 9 Sh. 10 d. or 1 \$ 52 cents.
12	DLB-40/1050	Report on Survey of Labour Conditions in Jute Factories in India.	1965	6.25 or 14 Sh. 7 d. or 2 \$ 25 cents.
13	DLB-68/800	Report on Survey of Labour Conditions in Metal Founding Factories in India.	1966	3.15 or 7 Sh. 5 d. or 1 \$ 14 cents.

*Published Reports on Survey of Labour Conditions— contd.*

1	2	3	4	5
				Rs. P.
14	DLB-70 950	Report on Survey of Labour Conditions in Motor Vehicle Manufacturing and Repairing Factories in India.	1966	4-00 or 9 Sh. 4 d. or 1 \$ 44 cents.
15	DLB-87 800	Report on Survey of Labour Conditions in Railway Workshops in India.	1966	3-15 or 7 Sh. 5 d. or 1 \$ 14 cents.
16	DLB-74 800	Report on Survey of Labour Conditions in Metal Rolling Factories in India.	1966	3-40 or 8 Sh. or 1 \$ 23 cents.
17	DLB-109 800	Report on Survey of Labour Conditions in Manganese Mining Industry in India.	1967	4-85 or 11 Sh. 4 d. or 1 \$ 75 cents.
18	DLB-97 800	Report on Survey of Labour Conditions in Mica Mining Industry in India.	1967	4-30 or 10 Sh. 1 d. or 1 \$ 55 cents.
19	DLB-113 700	Report on Survey of Labour Conditions in Gold Mines in India.	1967	2-70 or 6 Sh. 4 d. or 98 cents.
20	DLB-78 950	Report on Survey of Labour Conditions in Cotton Textile Factories in India.	1967	7-00 or 16 Sh. 4 d. or 2 \$ 52 cents.
21	DLB-105/800	Report on Survey of Labour Conditions in Coffee Plantations in India.	1967	3-45 or 8 Sh. 1 d. or 1 \$ 25 cents.
22	DLB-112 950	Report on Survey of Labour Conditions in Sugar Factories in India.	1967	4-50 or 10 Sh. 6 d. or 1 \$ 62 cents.
23	DLB-117 950	Report on Survey of Labour Conditions in Tea Plantations and Tea Factories in India.	1967	4-40 or 10 Sh. 4 d. or 1 \$ 59 cents.
24	DLB-110 800	Report on Survey of Labour Conditions in Ship Building and Repairing Factories in India.	1967	3-45 or 8 Sh. 1 d. or 1 \$ 25 cents.
25	DLB-118 900	Report on Survey of Labour Conditions in Coal Mining Industry in India.	1967	7-75 or 18 Sh. or 2 \$ 79 cents.
26	DLB-107 800	Report on Survey of Labour Conditions in Iron Ore Mining Industry in India.	1967	3-60 or 8 Sh. 5 d. or 1 \$ 30 cents.
27	DLB-138 800	Report on Survey of Labour Conditions in Glass Factories in India.	1969	8-50 or 19 Sh. 10 d. or 3 \$ 06 cents.
28	DLB-134 750	Report on Survey of Labour Conditions in Artificial Manure Factories in India.	1969	6-85 or 16 Sh. 9 d. or 2 \$ 47 cents.
29	DLB-143 800	Report on Survey of Labour Conditions in Hydrogenated Oil Factories in India.	1969	4-15 or 9 Sh. 9 d. or 1 \$ 50 cents.

*Published Reports on Survey of Labour Conditions—concl'd.*

1	2	3	4	5
				Rs. P.
30	DLB-137 800	Report on Survey of Labour Conditions in Fine and Pharmaceutical Chemical Factories in India.	1969	6.25 or 14 Sh. 6 d. or 2 \$ 25 cents.
31	DLB-140 800	Report on Survey of Labour Conditions in Cigarette Factories in India.	1969	2.90 or 6 Sh. 10 d. or 1 \$ 5 cents.
32	DLB-136 800	Report on Survey of Labour Conditions in Footwear Factories in India.	1969	6.50 or 15 Sh. 2 d. or 2 \$ 34 cents.
33	DLB-146 800	Report on Survey of Labour Conditions in Electric Light and Power Stations.	1969	4.10 or 9 Sh. 7 d. or 1 \$ 48 cents.
34	DLB-145/800	Report on Survey of Labour Conditions in Tanning and Leather Finishing Factories in India.	1969	6.50 or 15 Sh. 2 d. or 2 \$ 34 cents.
35	DLB-147/800	Report on Survey of Labour Conditions in Heavy Chemical Factories in India.	1969	7.50 or 17 Sh. 6 d. or 2 \$ 70 cents.
36	DLB-156/625	Report on Survey of Labour Conditions in Tobacco Curing Factories in India.	1970	5.75 or 13 Sh. 5 d. or 2 \$ 7 cents.
37	DLB-152 800	Report on Survey of Labour Conditions in Printing Presses in India.	1970	5.25 or 12 Sh. 3 d. or 1 \$ 89 cents.
38	DLB-144 800	Report on Survey of Labour Conditions in Soap Factories in India.	1970	4.50 or 10 Sh. 6 d. or 1 \$ 62 cents.
39	DLB-151 450	Report on Survey of Labour Conditions in Cashewnut Factories in India.	1971	7.00 or 16 Sh. 4 d. or 2 \$ 52 cents.
40	DLB-149 450	Report on Survey of Labour Conditions in Paper and Paper Products Factories in India.	1970	11.50 or 26 Sh. 10 d. or 4 \$ 14 cents.







